



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 948]

THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1953.

Dated at Melbourne, this  
24th day of November, 1953.

H. N. JONES,  
Acting Secretary for Labour.

### BREAD CARTERS BOARD.

Clause 1 of Parts 1, 2, 3 and 4 of the Determination made on the 18th August, 1953 and in force as from the beginning of the first pay period to commence in September, 1953, shall be replaced by the following clauses:—

#### PART 1.

	Improvers.*		Other Employees.	
	Wages per Week of 40 Hours.		Wages per Week of 40 Hours.	
	Mildura District.	Elsewhere.	Mildura District.	Elsewhere.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14 and under 21 years of age ..	235 0	243 0	Stable Workers .. .. . 259 0	267 0
			All Others .. .. . 279 0	279 0

PROPORTION—Wherever this Section applies.  
(In any place.)  
One improver to every four or fraction of four workers receiving not less than the minimum wage.

\* The Board has determined that no person shall be taken on as an apprentice.

#### PART 2.

	* Improvers.		Other Employees.	
	Wages per Week of 40 Hours.		Wages per Week of 40 Hours.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14 and under 21 years of age ..	243 0		Stable Workers .. .. . 267 0	
			All Others .. .. . 279 0	

PROPORTIONS—Wherever this Section applies.  
(In any place.)  
One improver to every four or fraction of four workers receiving not less than the minimum wage.

\* The Board has determined that no person shall be taken on as an apprentice.

PART 3.

1.

* Improvers.		Other Employees.	
	Wages per Week of 40 Hours.		Wages per Week of 40 Hours.
	<i>s. d.</i>		
Under 16 years of age .. .. .	117 0		
16 years and under 17 years of age .. .. .	143 3		
17 years and under 18 years of age .. .. .	176 3		
18 years and under 19 years of age .. .. .	203 6		
19 years and under 20 years of age .. .. .	232 9		
20 years and under 21 years of age .. .. .	248 9		
Proportion.—Wherever this section applies :— One Improver to every four or fraction of four workers receiving not less than the minimum wage.		Stable workers .. .. .	<i>s. d.</i> 251 6
* The Board has determined that no apprentice shall be taken to this Section.		All others .. .. .	261 6

PART 4.

1.

* Improvers.		Other Employees.	
	Wages per Week of 40 Hours.		Wages per Week of 40 Hours.
	<i>s. d.</i>		
Under 16 years of age .. .. .	117 0		
16 years and under 17 years of age .. .. .	143 3		
17 years and under 18 years of age .. .. .	176 3		
18 years and under 19 years of age .. .. .	203 6		
19 years and under 20 years of age .. .. .	232 9		
20 years and under 21 years of age .. .. .	248 9		
Proportion.—Wherever this section applies :— One Improver to every four or fraction of four workers receiving not less than the minimum wage.		Stable workers .. .. .	<i>s. d.</i> 251 6
* The Board has determined that no apprentice shall be taken to this Section.		All others .. .. .	261 6

Clauses, other than clause 1 of Parts 1, 2, 3, and 4 of the said Determination shall remain in force.



VICTORIA

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[1953

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1953.

Dated at Melbourne, this  
24th day of November, 1953.

H. N. JONES,  
Acting Secretary for Labour.

**CARTERS AND DRIVERS BOARD.**

Clauses 1 and 2 of Part II., 1 of Part III., 1 and 2 of Part IV., and 1 of Part V. of the Determination made on the 28th September, 1953, and in force as from the 14th October, 1953, shall be replaced by the following Clauses:—

**PART II.**

(This Part applies only to persons employed as Bulk Milk Carters.)

1. Wage Per Week, 20 Years of Age and Over.

Classification.	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.	Additional Amounts.	
				Per Week.	s. d.
(1) Employee driving motor vehicle having maker's capacity of—25 cwt. or less .. .. .	£ s. d. 13 8 6	£ s. d. 13 15 0	£ s. d. 13 5 6		
Over 25 cwt. but not over 3 tons .. .. .	13 14 6	14 1 0	13 11 6		
Over 3 tons but under 6 tons .. .. .	13 19 0	14 5 6	13 16 0		
Further tonnage—for each complete ton over 5— an extra ls. Motor drawing trailer—2s. 6d., extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.					
(2) Employee driving articulated vehicle having maker's capacity of 8 tons or less .. .. .	14 8 6	14 15 0	14 5 6		
For each complete ton over 8 an extra ls.					
(3) Motor driver's assistant .. .. .	12 11 0	12 17 6	12 8 0		
(4) Employee handling money as defined— For any amount handled up to £10 .. .. .				2	0
For any amount handled over £10 but not exceeding £100 .. .. .				6	0
For any amount handled over £100 but not exceeding £300 .. .. .				10	0
For any amount handled over £300 but not exceeding £500 .. .. .				15	0
For any amount handled over £500 .. .. .				20	0
(5) Leading hands in charge of not less than 3 and not more than 10 employees .. .. .				9	0
More than 10 and not more than 20 employees .. .. .				18	0
More than 20 employees .. .. .				27	0

**JUNIORS.**

2. (a) The minimum rate to be paid to junior employees is as follows:—  
 Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.  
 19 years and under 20 years of age—75 per cent. of the total wages payable to an adult for the class of work performed.
- (b) No junior under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District and no junior under 18 shall be permitted to have sole charge of a motor vehicle.
- (c) Juniors shall not be employed by any employer in a greater proportion than one junior to every five drivers receiving adult wages.

**PART III.**

(This part applies only to persons employed as Wharf Dragger.)

**RATES OF WAGE.**

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 6s. 9<sup>1</sup>/<sub>10</sub>d., with a minimum payment as for four hours.

**PART IV.**

(This Part applies only to persons employed by Retail Dairymen.)

1. (a)

**ADULT EMPLOYEES.**

	Weekly Wage. (Including a Loading of 8s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving—			
One horse .. .. .	13 0 6	13 7 0	12 17 6
Two horses .. .. .	13 8 6	13 15 0	13 5 6
(2) Employee driving—			
Motor bicycle with side car .. .. .	13 1 6	13 8 0	12 18 6
(3) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less .. .. .	13 8 6	13 15 0	13 5 6
Over 25 cwt. but not over 3 tons .. .. .	13 14 6	14 1 0	13 11 6
Over 3 tons but under 6 tons .. .. .	13 19 0	14 5 6	13 16 0
Further tonnage—for each complete ton over 5 an extra 1s. per week.			
Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(4) Employee driving articulated vehicle having maker's capacity of 8 tons or less .. .. .	14 8 6	14 15 0	14 5 6
For each complete ton over 8—an extra 1s.			
(5) Stableman .. .. .	12 15 0	13 1 6	12 12 0
(6) Head stableman .. .. .	13 3 0	13 9 6	13 0 0
(7) Horse driver's assistant, motor driver's assistant, yardman .. .. .	12 11 0	12 17 6	12 8 0

**PART IV.—(continued).**

(This Part applies only to persons employed by Retail Dairymen.)

	Per Week.
	s. d.
<i>Further additional amounts for—</i>	
(8) Carter collector and/or relief driver .. .. .	10 0
(9) Drivers of milk vehicles .. .. .	20 0
The further additional amount specified in item No. (9) herein shall not be paid to any employee who absents himself from work on any one day in a week on which he is required to work, unless such employee has a reasonable excuse accepted as such by his employer for so absents himself from work. Provided that the foregoing shall not apply to absence from work upon the rostered day off of such employee or to any day for which he is paid pursuant to the provisions of clause 15 hereof.	
(10) Bulk milk carters and their assistants shall be paid 10 per cent. additional for all time worked during the ordinary hours on afternoon shift. For the purpose of this item "Afternoon shift" shall mean any shift on which the ordinary hours conclude after 6 p.m.	

**JUNIORS.**

2. (a) The minimum rate to be paid to junior employees is as follows:—  
 Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.  
 19 years and under 20 years of age—75 per cent. of the total wage payable to an adult for the class of work performed.  
 20 years of age and over—the same rate of wage payable to an adult for the class of work performed.
- (b) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse within the Metropolitan District, and no junior under eighteen shall be permitted to have sole charge of a motor vehicle.
- (c) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

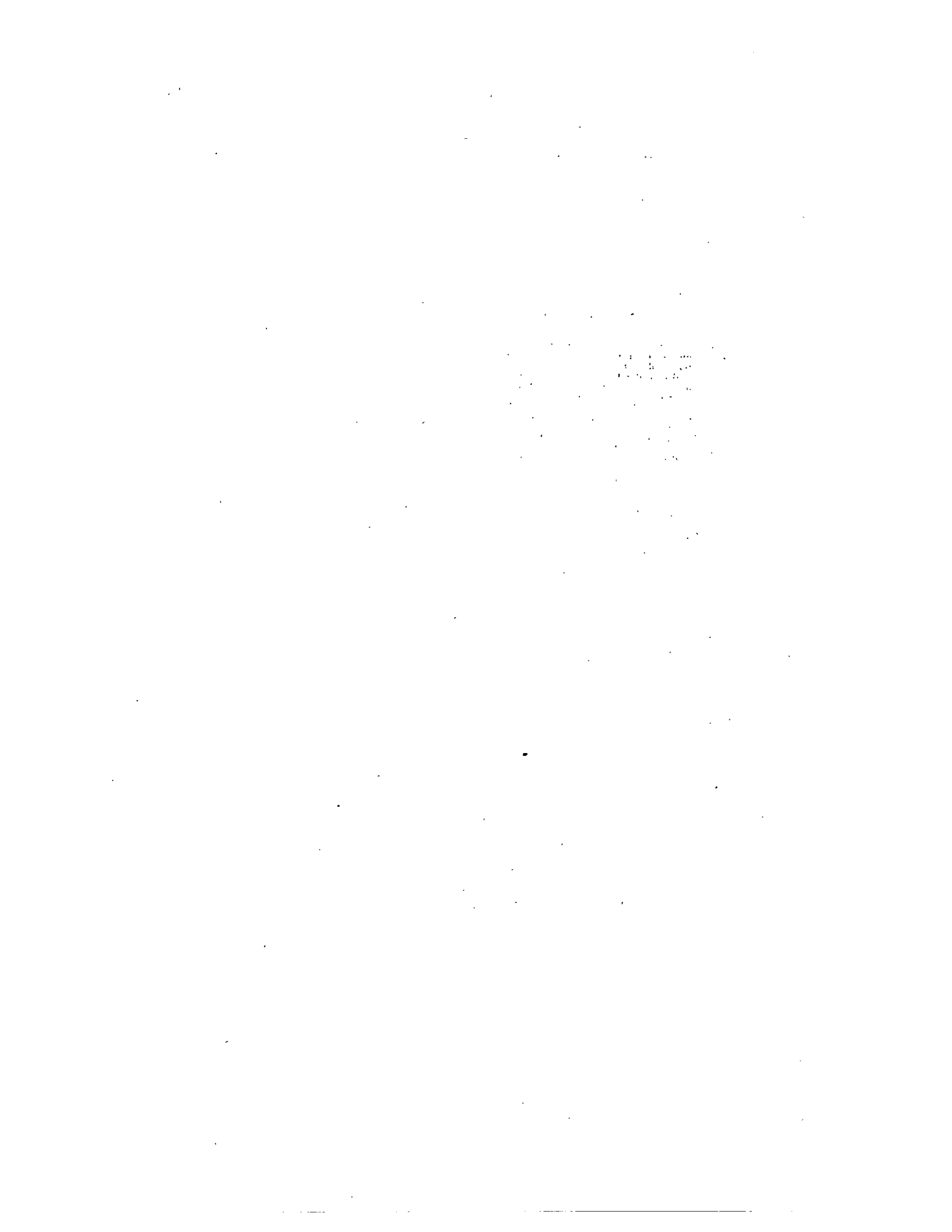
**PART V.**

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

**I. WAGES PER WEEK.**

No.	Classification.	Basic Wage (Adjustable).	Margin.	Loading.	Total Wage Per Week.
		Per Week.	Per Week.	Per Week.	
		£ s. d.	s. d.	s. d.	£ s. d.
1	Aerodrome attendants . . . . .	11 19 0	47 0	3 0	14 9 0
2	Assistant aerodrome attendants . . . . .	11 19 0	37 0	3 0	13 19 0
3	An employee appointed as a leading hand aerodrome attendant in charge of a shift— 2s. 6d. per shift extra for each shift or part thereof he works as a leading hand.				
4	Employee driving a motor waggon with a combined weight of vehicle and maximum load of under 10 tons (including margins for salesman-drivers collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon the street) . . . . .	11 19 0	46 0	3 0	14 8 0
5	Employee driving a motor waggon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons (including margins for salesman-drivers, collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon a street) . . . . .	11 19 0	49 0	3 0	14 11 0
6	Further additional amount for each additional ton or part thereof in excess of 13 tons— 1s. per week				
7	Motor (not being a tractor) drawing a trailer— 2s. 6d. extra per day.				
8	Further additional amount for an employee driver of an articulated vehicle, 7s. 6d.				
9	Employee driving oil tractor, tow motor, industrial truck, yard truck or utility vehicle . . . . .	11 19 0	35 0	3 0	13 17 0
10	Washers and greasers . . . . .	11 19 0	25 0	3 0	13 7 0
11	Assistant drivers . . . . .	11 19 0	26 0	3 0	13 8 0
12	Further additional amount for a driver of a yard truck or tractor who is instructed by a superior officer to supervise the work of two or more employees, whether they are engaged under this Part or not, 9s.				

Clauses, other than clauses 1 and 2 of Part II., 1 of Part III., 1 and 2 of Part IV., and 1 of Part V., of the said Determination shall remain in force.





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No. 950]

THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE PLATE GLASS BOARD.

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 18th December, 1939, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed fixing in position glass sheets or pieces, of surface area not exceeding 2½ square feet each, as substitute for tiles, and conferring such power exclusively on the Tilelayers Board.

In accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 5th November, 1924, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(a) designing, bevelling, cutting, embossing, glazing, painting, silvering, or otherwise working all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(b) fixing in position all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(c) packing all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

including any labouring work in connexion with any such operations", has made the following Determination, namely:—

1. That, on the 8th October, 1953, the last previous Determination of this Board shall be revoked and be replaced by this Determination.

2.

WAGES.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
<b>PART I.—ADULT MALES.</b>		
<i>Section "A"—Glass.</i>		
Hand painter or designer on or for glass .. .. .	14 12 0	14 9 0
Pencil hand-embosser .. .. .	14 5 0	14 2 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than 4 years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, Scratch Polisher, and Glass Blocker .. .. .	14 5 0	14 2 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman, who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass .. .. .	13 5 0	13 2 0
Rubber-out embosser .. .. .	13 5 0	13 2 0
Cementer .. .. .	13 5 0	13 2 0
Employee turning out lead from mill for leadlight glazier .. .. .	13 5 0	13 2 0
Silk Screen maker .. .. .	13 5 0	13 2 0
Silk Screen operator .. .. .	12 17 0	12 14 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass .. .. .	12 13 0	12 10 0

## WAGES—continued.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles G.P.O. Geelong; at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
PART I.—ADULT MALES—continued.		
Section "B"—Safety Glass.		
Cutter .. .. .	14 5 0	14 2 0
Beveller .. .. .	14 5 0	14 2 0
Employee in charge of laminating room .. .. .	14 5 0	14 2 0
Edge grinders (including allowance for wet work) .. .. .	14 5 0	14 2 0
Autoclave attendant .. .. .	13 15 0	13 12 0
Furnace operator—		
(a) First three months .. .. .	13 15 0	13 12 0
(b) After three months' service .. .. .	14 5 0	14 2 0
Furnace operator's assistant .. .. .	13 15 0	13 12 0
Employees on cornering .. .. .	13 15 0	13 12 0
Scratch polisher .. .. .	13 5 0	13 2 0
Edge workers employed on automatic or semi-automatic machines .. .. .	13 5 0	13 2 0
Edge sealer .. .. .	13 5 0	13 2 0
Employee packing, unpacking, or issuing glass .. .. .	13 5 0	13 2 0
Employee working automatic cutting machine .. .. .	13 5 0	13 2 0
Employee breaking out after automatic cutting machine .. .. .	13 5 0	13 2 0
PART II.—ADULT FEMALES.		
Safety Glass.		
Females engaged on scratch polishing machines .. .. .	9 8 0	9 6 0
Females engaged on inspecting and testing .. .. .	9 4 0	9 2 0
All other work .. .. .	9 0 0	8 18 0

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but if the male margin is less than 40s., they shall receive a margin equal to 25 per centum of the male margin: Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

## PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

## SPECIAL RATES.

3. (a) *Leading Hands*.—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

1. 9s. per week if in charge of not less than three and not more than ten employees including apprentices;
2. 18s. per week if in charge of not less than ten and not more than twenty employees including apprentices;
3. 27s. per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein, the following additional rates shall be paid:—

- (i) 10s. per week to employees in the Glass Section required to work at a height of 50 feet or more above the nearest horizontal plane;
- (ii) 6d. per hour to employees working in confined spaces;  
Confined space means a compartment, space, or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.
- (iii) 4d. per hour to employees working in any place where clothing or boots become saturated, whether by water, oil, or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots;
- (iv) 6d. per hour to employees handling loose slag wool, loose insul wool, or other loose material of a like nature used for providing insulation against heat, cold, or noise;
- (v) 4d. per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employers' Industrial Officer, if there be one, or otherwise, by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid;

- (vi) 25 per centum to employees working on replacement of surface of urinals and lavatories where structural glass is used.

## SPECIAL RATES NOT CUMULATIVE.

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest rate for the disabilities so prevailing.

## RATES NOT SUBJECT TO PENALTY ADDITIONS.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

## MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but, if he or she is engaged for more than half of any one day, he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day, then he or she shall be paid at the rate fixed for the work he or she actually performs.



## APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers :—

	Within 20 Miles of G.P.O., Melbourne ; 10 Miles of G.P.O., Geelong ; at Warrnambool ; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Apprentices.</i>		
£ s. d.		
Five-year Term—		
1st year's experience .. .. .	3 15 0	3 14 0
2nd year's experience .. .. .	5 1 0	5 0 0
3rd year's experience .. .. .	6 7 0	6 5 6
4th year's experience .. .. .	9 15 0	9 12 6
5th year's experience .. .. .	12 1 0	11 18 0
Four-year Term—		
1st year's experience .. .. .	4 0 0	3 19 0
2nd year's experience .. .. .	6 7 0	6 5 6
3rd year's experience .. .. .	9 15 0	9 12 6
4th year's experience .. .. .	12 1 0	11 18 0
<i>Improvers (Males).</i>		
Under 16 years of age .. .. .	2 16 6	2 15 6
16 and under 17 .. .. .	3 9 0	3 8 0
17 and under 18 .. .. .	4 12 6	4 11 6
18 and under 19 .. .. .	6 3 6	6 2 0
19 and under 20 .. .. .	9 15 0	9 12 6
20 and under 21 .. .. .	12 0 0	11 17 0
<i>Female Apprentices.</i>		
1st year's experience .. .. .	4 1 0	4 0 0
2nd year's experience .. .. .	5 16 0	5 14 6
3rd year's experience .. .. .	7 15 0	7 13 6
4th year's experience .. .. .	8 17 0	8 15 6
<i>Female Improvers.</i>		
16 years and under .. .. .	2 18 0	2 17 6
17 years .. .. .	4 1 0	4 0 0
18 years .. .. .	5 16 0	5 14 6
19 years .. .. .	7 15 0	7 13 6
20 years .. .. .	8 17 0	8 15 6

## APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.
- (ii) Female.—One female apprentice shall be allowed to each adult female worker.
- (b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof; provided that at least three adult male workers must be employed before a male improver can be employed.
- (ii) In the case of the safety glass section, one male improver shall be allowed to each three adult male workers or fraction thereof employed.
- (iii) Provided further that, in the case of the glass section in classification for which no apprentice is provided, one male improver shall be allowed to each four adult male workers or fraction thereof.
- (iv) One female improver shall be allowed to each six adult female workers or fraction thereof.
- (v) In the case of the safety glass section, three female improvers shall be allowed to each female receiving the adult female wage.
- (c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.
- (d) The terms "adult male workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory.
- (e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.
- (f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

## APPRENTICESHIP.

*Apprenticeship Trades.*

7. (a) For the purpose of indentures, the following shall be apprenticed trades :—

*Glass.*—Bevelling, silvering, embossing, glazing (including lead and copper glazing), painting and designing, cutting, bending, blocking, scratch polishing, and sand blasting.

Provided that, in all types of machining, instruction and practice shall be given in one of the following machines, viz., shaper, moulder, or router.

*Term of Apprenticeship.*

- (b) (i) *Males.*—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years and, for those entering apprenticeship trades in their eighteenth and nineteenth years, shall be four years.
- (ii) *Females.*—The term of apprenticeship for females shall be four years.

*General Conditions of Apprenticeship.*

(c) (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include, and all future contracts of apprenticeship shall include, the following provision:—

If, through lack of orders or through financial difficulties, the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon or, if no such agreement is arrived at, may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

If there occurs a breakdown of power necessitating the standing down of adult employees, apprentices may also be stood down over the same period.

*Technical Training.*

(d) (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College, shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education, shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

## CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

(ii) *Terminating Employment:—*

(a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

Where an employee has given or been given notice as aforesaid, he shall continue in his employment until the date of the expiration of such notice. Any employee who, having given or been given notice as aforesaid without reasonable cause (proof of which shall lie on him), absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within seven days prior to any such holiday, the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

*Casual Employees.*

(e) A casual employee shall mean an employee who is engaged and paid as such, and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

## EMERGENCY PROVISIONS.

9. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully, the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) For work performed on Mondays to Fridays, from 7 a.m. to 5.30 p.m. and, on Saturdays, from 7 a.m. to noon—ordinary time;

(2) For work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) For work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.:

Provided that, when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual, and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of any employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force, and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
  - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
  - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

#### LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

#### DEFINITIONS.

- 11. (a) "An apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

#### HOURS OF WORK.

- 12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.
- (b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday, inclusive.

#### SHIFT WORK.

13. Shift work may be worked, and where such shift work is worked, the following conditions shall apply:—

- (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
- (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per cent. more than the ordinary rates.
- (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
- (d) Employees who, during a period of engagement, work only on night shifts, shall be paid at the rate of time and a quarter.
- (e) When employees are called upon to work afternoon and night shifts only, they shall change over week and week about, and shall be paid 10 per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only, they shall change over week and week about, and shall be paid 10 per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty, exclusive of meal breaks off duty (if any), of employees working on shift shall not exceed—
  - (i) 8 in any one day; or
  - (ii) 44 in any one week; or
  - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
- (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

#### OVERTIME.

- 14. (a) Except in the case of shift work, all time worked—
  - (i) before or after the usual times of beginning and ending work;
  - (ii) in excess of 8 hours per day;
 shall be paid for at the rate of time and one half for the first two hours and double time thereafter: provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.
- (b) All work done outside the times of beginning and ending work on any holiday specified in clauses 22 and 23 of this Determination shall be paid for at the rate of double ordinary time.
- (c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.
- (d) In computing overtime, each day's work shall stand alone.
- (e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.
- (f) An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

#### MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m., but such interval may be reduced to 30 minutes if an employer and the Union mutually arrange for a 30-minute break.

#### MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. 6d. tea money in addition to overtime rates as prescribed for in this Determination, when the usual finishing time is exceeded by more than one hour.

#### WASHING TIME FOR POLISHERS.

17. Employees engaged in the polishing shop, spray paint operators, strippers of mirrors, and users of rouge and glacie shall be granted five minutes before lunch time and five minutes before knocking-off time for washing purposes.

## TRAVELLING TIME ALLOWANCE AND BOARD.

18. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him in travelling shall be borne by the employer.

## REST PERIOD.

19. When any spell of duty is for four hours or more, an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and, during such interval, employees may leave their seats but not the premises.

## SEATING ACCOMMODATION.

20. (a) All chairs provided for employees shall be reasonably comfortable.

(b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

## PAYMENT OF WAGES.

21. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 24 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.

(d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice, as required by this Determination, any moneys due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

(f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry, but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

## HOLIDAYS.

22. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

## PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

23. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

(b) All work done on Sundays shall be paid for at the rate of double time.

## LOADED RATE TO COVER HOLIDAYS, SICK LEAVE, AND ANNUAL LEAVE.

24. (a) All weekly wage employees shall be granted their annual leave at Christmas time, such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 22 hereof, and, if any of such holidays fall within the period of annual leave and is observed on a day which would have been an ordinary working day, there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas–New Year holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned:—

- (i) In the glass section for emergency replacements of glass;
- (ii) In all sections where employers are under contract to service ships in port;
- (iii) In retail shops for the purpose of servicing furniture;
- (iv) In any other section where the said representatives of the parties consider special provision necessary.

(b) Loaded rate shall provide credits from which payment for holidays, annual leave, and sick pay shall be made under the following conditions:—

- (i) Each weekly wage employee, including a piece-worker or a task worker, shall be credited by the employer with a sum equal to 4 hours' pay for each week of continuous service and shall be continued each year from the beginning of the second week in each year until the end of the fifty-first week in each year.
- (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time, shall be ascertained.
- (iii) If, on the pay day following the holiday, there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent, the employer shall, on that pay day, pay to the employee an amount equal to that wage equivalent, and the employee's credit shall be reduced by the amount so paid. Provided that, in the case of Christmas–New Year holidays, any payments due under this paragraph will be made on the day preceding such holidays.
- (iv) If, on the pay day following the holiday, the amount standing to such credit is less than such wage equivalent, the employer shall, on that pay day, pay to the employee the amount then standing to such credit, and the employee's credit shall be reduced by the amount so paid. Provided that, in the case of Christmas–New Year holidays, any payment due under this paragraph will be made on the pay day preceding such holidays.
- (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment, the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall, if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week, pay to him such amount, and if there be not sufficient for this purpose, then the employer shall pay to the employee such amount as is standing to his credit, and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated, the employee may, at his own request, be paid the difference when he has accumulated sufficient credit to cover the necessary amount.

- (vi) On the pay day preceding the Christmas-New Year holidays, the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
- (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness, or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year, the employer may reduce the amount to be credited to such employee by an amount pro rata to such absence.
- (viii) If an employee lawfully leaves, or his employment is terminated by the employer through no fault of the employee, he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer, but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.

## FIRST-AID OUTFIT AND ATTENDANT.

25. (a) Every factory, shop, or workshop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution, 1 bottle; Bandages, cotton and gauze, 1 dozen assorted sizes; Castor oil, 2 oz.; Iodine, tincture of, 2 oz.; Manual, First-aid, 1; Petrolatum, carbolyzed, 1 jar; Picric acid solution made according to the following recipe or prescription:— $1\frac{1}{2}$  teaspoonsful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water—1 pint; Pins, safety, 1 packet; sal volatile, 6 oz.; Scissors, 1 pair; Tourniquet, 1; Tweezers, 1 pair; Gauze, sterilized plain, Cotton, absorbent, Lint, absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant, an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee, and shall be payable in addition to any amounts paid for annual leave, sick leave, and public holidays, provided that this allowance shall not be subject to any premiums or penalty.

## AMENITIES.

26. (a) Each employer shall install in each factory, shop, or workroom or place wherein employees are working, a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide a dining-room with adequate table and seating accommodation therein.

(f) An employer shall, at some reasonably convenient place on his premises, provide a suitable locker for each employee in his workshop.

(g) Suitable canvas or leather gloves shall be provided by employers for employees working in the glass section when necessary.

(h) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting and sand blasting. An employee, when performing such work, shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. The employees on sand blasting shall be supplied with 1 pint of milk daily by the employer. Goggles shall be supplied to employees when grinding tools.

(i) While any work is being carried on in any confined or enclosed space in which fumes, gases, dust, or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work, the employer shall install a suction-exhaust apparatus through which, by means of a power-driven fan, air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction-exhaust apparatus the employer shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

## TIME AND WAGES BOOK OR RECORD.

27. (a) Employers shall provide at each shop, factory, or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly-accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

## RIGHT OF ENTRY OF UNION OFFICIAL.

28. A duly-accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the mid-day meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the places where they are taking their meal.
- (c) That not more than one representative in all be in any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) That, if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or in committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

## SHOP STEWARDS.

29. In cases where shop stewards have been appointed and recognized by the employers, the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative, and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department, he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

## UNION DELEGATES.

30. Where the appointment of a shop steward is not approved of or recognized by the employer, a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

## NOTICE BOARDS.

31. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

DETERMINATION TO BE POSTED.

32. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store, or shop.

WORK TO BE DONE IN FACTORY, SHOP, OR PLACE.

33. (a) All work shall be done in a factory, shop, or place duly registered under State laws; but this shall not prevent an employer sending employees from his factory, shop, or place to any building or ship for the purpose of repairing, completing, fitting, or fixing any work covered by this Determination.

(b) For the purposes of this Determination, "factory, shop, or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared, or manufactured.

(c) No persons shall use, allow, or permit to be used as a sleeping place any part of a factory, shop, or place.

PIECEWORK.

34. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—In the case of males, not less than the base rate; and, in the case of females, not less than 75 per centum of the base rate.

CONTRACT WORK.

35. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 34) by contracting, sub-contracting, sub-letting, or other similar systems.

BASIC WAGE.

36. (a) The wages rates set out in clause 2 are based upon the following basic wage for adult males.

Place.	Basic Wage	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of G.P.O., Melbourne—	11 15 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the basic wage and minimum wage for Melbourne		
Warrnambool—same as the basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts—same as the basic wage and minimum wage for Melbourne		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week		
Elsewhere—3s. less than the basic wage and minimum wage for Melbourne		

(b) The minimum rate of wage to be paid to adult females shall be 75 per cent. of the basic wage for adult males.

MARGINS.

37. In addition to the basic wage and the minimum wage for females prescribed in clause 36 the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
PART I.—ADULT MALES.	
Section "A"—Glass.	
Hand painter or designer on or for glass	2 17 0
Pencil hand-embosser	2 10 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than four years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, and Scratch Polisher and Glass Blocker	2 10 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass	1 10 0
Rubber out embosser	1 10 0
Cementer	1 10 0
Employee turning out lead from mill for leadlight glazier	1 10 0
Silk screen maker	1 10 0
Silk screen operator	1 2 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass	0 18 0
Section "B"—Safety Glass.	
Cutter	2 10 0
Beveller	2 10 0
Employee in charge of laminating room	2 10 0
Edge grinders (including allowance for wet work)	2 10 0
Autoclave attendant	2 0 0
Furnace operator—	
(a) First three months	2 0 0
(b) After three months' service	2 10 0
Furnace operator's assistant	2 0 0
Employees on cornering	2 0 0
Scratch polisher	1 10 0
Edge workers employed on automatic or semi-automatic machines	1 10 0
Edge sealer	1 10 0
Employee packing, unpacking, or issuing glass	1 10 0
Employee working automatic cutting machine	1 10 0
Employee breaking out after automatic cutting machine	1 10 0

Classification.	Margin.
<b>PART II.—ADULT FEMALES.</b>	
<i>Females.</i>	
Females engaged on scratch polishing machines .. .. .	0 12 0
Females engaged on inspecting and testing .. .. .	0 8 0
All other work .. .. .	0 4 0

38. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage and, in addition thereto, the loadings specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

	Percentage of Basic Wage.	War Loading.
<i>Male Apprentices.</i>		
<i>s. d.</i>		
Five-year Term—		
1st year's experience .. .. .	32	..
2nd year's experience .. .. .	43	..
3rd year's experience .. .. .	54	..
4th year's experience .. .. .	83	..
5th year's experience .. .. .	100 plus 6s.	..
Four-year Term—		
1st year's experience .. .. .	34	..
2nd year's experience .. .. .	54	..
3rd year's experience .. .. .	83	..
4th year's experience .. .. .	100 plus 6s.	..
<i>Male Improvers.</i>		
Under 16 years of age .. .. .	24	..
16 and under 17 years of age .. .. .	29	0 9
17 and under 18 years of age .. .. .	39	1 0
18 and under 19 years of age .. .. .	52	1 6
19 and under 20 years of age .. .. .	82	2 3
20 and under 21 years of age .. .. .	100 plus 2s.	3 0
<i>Female Apprentices.</i>		
1st year's experience .. .. .	46	..
2nd year's experience .. .. .	65	1 6
3rd year's experience .. .. .	87	2 0
4th year's experience .. .. .	99	3 0
<i>Female Improvers.</i>		
16 years and under .. .. .	33	..
17 years .. .. .	46	..
18 years .. .. .	65	1 6
19 years .. .. .	87	2 0
20 years .. .. .	99	3 0

P. A. RANGLES, J.P., Chairman.  
J. V. WILLOX, Secretary.

Melbourne, 22nd September, 1953.

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[1953

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which has the power to determine the lowest prices or rates which may be paid to:—

- (1) any person employed in wholly or partly preparing or manufacturing any article of furniture or in repairing any new or second-hand article of furniture, usually made or partly prepared by cabinet-makers, chair and couch makers, upholsterers, wood carvers, french-polishers, and wood turners;
- (2) any person or persons or classes of persons employed in—
  - (a) fixing or repairing new or second-hand furniture or seating in buildings; or
  - (b) french, wax, or lacquer polishing new or second-hand furniture or fittings in or in connexion with buildings;
- (3) any person or persons, or classes of persons, employed in the trade of designing, making, painting, or decorating—
  - (a) furnishing accessories or novelties, wholly or partly made of wood, such as nut bowls, smokers' or ornamental stands, or fancy boxes;
  - (b) domestic woodware, such as bread boards or salt boxes;
  - (c) walking sticks;
- (4) any person employed in wholly or partly preparing or manufacturing furniture timbers cut to size, veneers, veneered panels, plywood or coreboard, but not including persons subject to the determination of any other Wages Board heretofore appointed;
- (5) any person or persons or classes of persons employed in the manufacturing processes of a maker of overmantels and of wood mantelpieces (other than wood mantelpieces to be painted, such as usually made in sawmills) or in repairing any such overmantels or wood mantelpieces;
- (6) any person or persons, or classes of persons, employed in the manufacturing of wire mattresses;
- (7) any person employed in the manufacture of mattresses or bedding;
- (8) females employed as upholstresses, whether as carpet hands, table hands, or drapery hands; and males employed in planning and laying floor coverings, or fixing draperies, blinds, or screens; and males or females employed in making blinds;
 

but not including persons subject to the jurisdiction of the Tentmakers Board;
- (9) any person or persons or classes of persons employed either inside or outside a factory or workroom in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinet-makers,

has made the following Determination namely:—

1. That on the 8th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 951.—10349/53.—PRICE 6D.

## WAGES.

Classification.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<b>PART I.—ADULT MALES.</b>		
<b>SECTION "A"—WOOD MACHINISTS AND GENERAL.</b>		
<i>Machinist—"A" Grade.</i>		
	<i>£ s. d.</i>	<i>£ s. d.</i>
1. Boulter's carver .. .. .	14 5 0	14 2 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand .. .. .	14 5 0	14 2 0
3. Moulder—who grinds cutters, sets up and operates .. .. .	14 5 0	14 2 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand .. .. .	14 5 0	14 2 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand .. .. .	14 5 6	14 2 0
6. Lindeman or similar jointer .. .. .	14 5 0	14 2 0
<i>Machinist—"B" Grade.</i>		
7. Band and/or jig sawyer .. .. .	13 15 0	13 12 0
8. Circular sawyer—who sets up and operates .. .. .	13 15 0	13 12 0
9. Dovetailer—who sets up and operates .. .. .	13 15 0	13 12 0
10. Buzzer—who sets up and operates .. .. .	13 15 0	13 12 0
11. Planer—who sets up and operates .. .. .	13 15 0	13 12 0
12. Thicknesser—who sets up and operates .. .. .	13 15 0	13 12 0
13. Glue Jointer—who sets up and operates .. .. .	13 15 0	13 12 0
14. Tenoner—who sets up and operates .. .. .	13 15 0	13 12 0
15. Turner—copying or automatic lathe—who sets up and operates .. .. .	13 15 0	13 12 0
16. Morticer—who sets up and operates .. .. .	13 15 0	13 12 0
17. Sander—Tripledrum—who sets up and operates .. .. .	13 15 0	13 12 0
18. Belt sander on veneers .. .. .	13 15 0	13 12 0
19. Multiple Borer—three or more bits—who sets up and operates .. .. .	13 15 0	13 12 0
20. Moulder—who sets up and operates .. .. .	13 15 0	13 12 0
<b>PART I.—Adult Males.—continued.</b>		
<i>Machinist—"C" Grade.</i>		
21. Sander—others .. .. .	13 5 0	13 2 0
22. Borer—less than three bits .. .. .	13 5 0	13 2 0
23. All others—including employees of any of the above-named machines (except classes Nos. 1, 6, and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences .. .. .	13 5 0	13 2 0
<i>General.</i>		
24. Timber bender .. .. .	13 5 0	13 2 0
25. Timber stacker .. .. .	12 10 0	12 7 0
26. Yardman .. .. .	12 10 0	12 7 0
27. Tailer out .. .. .	12 10 0	12 7 0
28. Employees not elsewhere classified .. .. .	11 18 0	11 15 0
<b>SECTION "B"—POLISHING, ETC.</b>		
29. Polisher .. .. .	14 5 0	14 2 0
30. Spray hand—		
(a) engaged on finishing coats of any type .. .. .	13 15 0	13 12 0
(b) engaged on priming and/or undercoating, and/or sealing .. .. .	13 5 0	13 2 0
31. Employee cutting or papering down and/or filling and/or staining .. .. .	13 5 0	13 2 0
<b>SECTION "C"—GENERAL FURNITURE.</b>		
32. Cabinet maker .. .. .	14 5 0	14 2 0
33. Wood carver .. .. .	14 5 0	14 2 0
34. Chair frame maker .. .. .	14 5 0	14 2 0
35. Upholsterer .. .. .	14 5 0	14 2 0
36. Assembler first class, i.e., an adult employee engaged in fitting together by nailing, screwing, gluing or fixing in any way machine-jointed or finished parts of furniture or cabinets and who in so doing completely assembles an article .. .. .	13 17 6	13 14 6
37. Assembler second class, i.e., an adult employee employed (a) assembling component parts of furniture or cabinets, refrigerators; (b) cramping furniture cabinets, or wooden parts of refrigerators; or (c) an employee upholstering parts of furniture which are later assembled .. .. .	13 10 0	13 7 0
38. Veneer cutter or matcher .. .. .	13 15 0	13 12 0
39. Stuff over chair or couch frame maker, i.e., an adult who makes frames on which the upholsterers cover all the woodwork except the legs and/or feet and of which the woodwork is prepared by machines .. .. .	13 5 0	13 2 0
39A. Employees filling loose cushions .. .. .	13 5 0	13 2 0
40. Veneer layer or gluer engaged in the preparing or making of veneered panels or plywood or coreboard or partly prepared timber or parts of furniture timber cut to size .. .. .	13 5 0	13 2 0
41. Employee packing furniture and/or mantelpieces .. .. .	13 2 0	12 19 0
42. Employee cleaning off, i.e., cleaning off glue after assembly .. .. .	12 5 0	12 2 0

WAGES—continued.

Classification.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<b>PART I.—Adult Males.—continued.</b>		
<b>SECTION "D"—BEDDING, BEDSTEADS, AND WIRE MATTRESSES.</b>		
<i>(a) Bedding.</i>		
43. Employee engaged on making box spring mattresses and upholstered base supports .. .. .	14 5 0	14 2 0
44. Reversible inner spring mattresses and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting .. .. .	13 15 0	13 12 0
45. Employee who sets up, adjusts and operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border .. .. .	13 15 0	13 12 0
46. Employee who does not set up or adjust, but only operates any of the following bedding machines:—power tufting; roll edge; tape edge; buttoning; or pre-built border .. .. .	13 5 0	13 2 0
47. Employee operating filling machines for upholstery, soft bedding and pillows .. .. .	13 5 0	13 2 0
48. Employee packing bedding .. .. .	13 2 0	12 19 0
<i>(b) Bedsteads and Wire Mattresses.</i>		
49. Wire weaver—who sets up, adjusts, and operates automatic machines .. .. .	14 5 0	14 2 0
50. Mattress spring and/or spring unit maker (hand) .. .. .	14 1 6	13 18 6
51. Other wire weavers .. .. .	13 15 0	13 12 0
52. Stretcher up .. .. .	13 5 0	13 2 0
53. Tacker up .. .. .	13 5 0	13 2 0
54. Splitter up .. .. .	13 5 0	13 2 0
55. Wire drawer .. .. .	13 3 0	13 0 0
56. Spring maker and assembler on automatic machines .. .. .	13 5 0	13 2 0
<i>(c) Bedstead Assembly.</i>		
57. Employee framing and/or cramping combination bedsteads and/or settees and/or cots .. .. .	13 5 0	13 2 0
58. Employee setting up to check and packing combination bedsteads and/or settees and/or cots .. .. .	12 13 0	12 10 0
<b>SECTION "E"—CARPET PLANNING AND SOFT FURNISHINGS.</b>		
59. Carpet planner .. .. .	14 5 0	14 2 0
60. Sewer or layer or gluer of carpets, linos, masonite or any other floor covering .. .. .	13 17 6	13 14 6
61. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds .. .. .	13 15 0	13 12 0
62. Employee mounting, making or hanging blinds .. .. .	13 15 0	13 12 0
63. Carpet room assistant .. .. .	12 13 0	12 10 0
<b>SECTION "F"—PICTURE FRAMES.</b>		
64. Stainer who mixes and/or applies stain and/or finishes any kind of wood or compo .. .. .	13 15 0	13 12 0
65. Mount cutter .. .. .	13 5 0	13 2 0
66. Mounter .. .. .	13 5 0	13 2 0
67. Joiner .. .. .	13 5 0	13 2 0
68. Gilder or bronzer .. .. .	13 5 0	13 2 0
<b>SECTION "G"—REFRIGERATORS (Other than Ice).</b>		
69. Cabinet maker .. .. .	14 5 0	14 2 0
70. Painter and/or enameller, spray or brush on coats other than priming .. .. .	14 5 0	14 2 0
71. Painter and/or enameller, spray or brush on prime coats .. .. .	13 5 0	13 2 0
72. Wet rubbing .. .. .	13 5 0	13 2 0
73. Packers of new refrigerators .. .. .	13 2 0	12 19 0
<b>SECTION "H"—ORNAMENTS OF WOOD.</b>		
74. Wood Turners .. .. .	14 5 0	14 2 0
75. Polishers .. .. .	14 5 0	14 2 0
76. Wood machinists (see Section "A") .. .. .		

WAGES—continued.

Classification.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<b>PART II.—ADULT FEMALES.</b>		
<b>SECTION A—GENERAL FURNITURE.</b>		
1. Upholstres	9 16 0	9 14 0
2. Veneer matcher	9 16 0	9 14 0
3. Female employed in designing, making, painting, or decorating—		
(a) furnishing accessories or novelties	9 16 0	9 14 0
(b) domestic woodware	9 16 0	9 14 0
(c) walking sticks	9 16 0	9 14 0
<b>SECTION B—BEDDING, ETC.</b>		
4. Females sewing mattresses, pillows, quilts, cushions, &c.	9 16 0	9 14 0
<b>SECTION C—CARPET PLANNING AND SOFT FURNISHINGS.</b>		
5. Carpet sewer	9 17 3	9 15 3
6. Table hand	9 16 0	9 14 0
7. Draping hand or repairer of new goods	9 16 0	9 14 0
8. Shade roller blind maker	9 18 0	9 14 0
9. Cutter of loose covers	9 16 0	9 14 0
10. Cutter of curtains, drapes or blinds	9 16 0	9 14 0
11. Fancy roller blind maker	9 16 0	9 14 0
<b>SECTION D—PICTURE FRAMES.</b>		
12. Mounting and/or fitting	9 3 6	9 1 6
<p>Provided that all other adult females, employed on work for which a male margin of 40s. and over is prescribed in clause 41, shall receive a margin equal to 50 per centum of the male margin, but if the male margin is less than 40s. they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.</p>		
<b>PART III.—SAVING.</b>		
<p>No employee shall have his or her rate reduced merely as a result of this Determination.</p>		

SPECIAL RATES.

3. (a) *Leading Hands.*—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Nine shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Eighteen shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Twenty-seven shillings per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein, the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;  
Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.
- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.
- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;
- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employers Industrial Officer if there be one, or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid.

*Special Rates Not Cumulative.*

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest rate for the disabilities so prevailing.

*Rates Not Subject to Penalty Additions.*

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

*Tool Allowances.*

(e) Employees engaged as cabinet makers, chairmakers and carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d. per week as a tool allowance. Provided that this extra rate shall only be paid in respect of each week in which 3 days or more have been worked.

**MIXED FUNCTIONS.**

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

**APPRENTICES AND IMPROVERS—RATES OF PAY.**

5. The following shall be the rates of pay for apprentices and improvers:—

		Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
		£ s. d.	£ s. d.
<i>Male Apprentices.</i>			
Five-year Term—			
1st year's experience	.. .. .	3 15 0	3 14 0
2nd year's experience	.. .. .	5 1 0	5 0 0
3rd year's experience	.. .. .	6 7 0	6 5 6
4th year's experience	.. .. .	9 15 0	9 12 6
5th year's experience	.. .. .	12 1 0	11 18 0
Four-year Term—			
1st year's experience	.. .. .	4 0 0	3 19 0
2nd year's experience	.. .. .	6 7 0	6 5 6
3rd year's experience	.. .. .	9 15 0	9 12 6
4th year's experience	.. .. .	12 1 0	11 18 0
<i>Male Improvers.</i>			
Under 16 years of age	.. .. .	2 16 6	2 15 6
16 and under 17	.. .. .	3 9 0	3 8 0
17 and under 18	.. .. .	4 12 6	4 11 6
18 and under 19	.. .. .	6 3 6	6 2 0
19 and under 20	.. .. .	9 15 0	9 12 6
20 and under 21	.. .. .	12 0 0	11 17 0
<i>Female Apprentices.</i>			
1st year's experience	.. .. .	4 1 0	4 0 0
2nd year's experience	.. .. .	5 16 0	5 14 6
3rd year's experience	.. .. .	7 15 0	7 12 6
4th year's experience	.. .. .	8 17 0	8 15 6
<i>Female Improvers.</i>			
16 years and under	.. .. .	2 18 0	2 17 6
17 years	.. .. .	4 1 0	4 0 0
18 years	.. .. .	5 16 0	5 14 6
19 years	.. .. .	7 15 0	7 13 6
20 years	.. .. .	8 17 0	8 15 6

**APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.**

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.

(ii) Female.—One female apprentice shall be allowed to each adult female worker.

(b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof; provided that at least three adult male workers must be employed before a male improver can be employed.

In the case of wire mattresses and bedding sections where no apprentices are employed, one male improver shall be allowed to each four adult male workers or fraction thereof.

Provided that in the picture frame section one male improver shall be allowed to each three adult male workers or fraction thereof.

(ii) One female improver shall be allowed to each six adult female workers or fraction thereof.

Provided that in the wire mattress and bedding sections where no female apprentices are employed, one female improver shall be allowed to each four adult female workers or fraction thereof.

(c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.

(d) The terms "adult male workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory; provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this Determination.

(e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.

(f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

## APPRENTICESHIP.

7. (a) *Apprenticeship Trades.*—For the purpose of indentures the following shall be apprenticed trades :—

*Furniture.*—Cabinet making, wood carving, wood turning, chair and couch making, polishing, upholstering, machining—instruction and practice in four of the following machines :—

Boult's carver or shaper, moulding machine, band saw, jig saw, circular saw, dovetailer, buzzer, planer, glue jointer, tenoner, copying lathe and automatic lathe.

*Furnishings.*—Carpet planning and floor coverings, soft furnishing.

*Wire Mattresses.*—Wire weaving, wire mattress making. Polishing, machining—instruction and practice in four of the following machines :—

Boult's carver or shaper, moulding machine, band saw, jig saw, circular saw, dovetailer, buzzer, planer, glue jointer, tenoner, copying lathe and automatic lathe.

*Bedding.*—Mattress making.

Provided that in all types of machining instruction and practice shall be given in one of the following machines, viz., shaper, moulder or router.

(b) In such portions of the State of Victoria as come within the purview of the State Apprenticeship Commission, male juniors employed as cabinet makers, wood carvers, wood turners, chair and couch makers, polishers (furniture), upholsterers and machinists (furniture) shall only be employed as apprentices.

(c) Juvenile workers employed in any of the occupations referred to in sub-clause (b) hereof at the time of the making of this Determination may, if they so desire, be employed as apprentices and the time that they have been employed in the industry shall be counted as time of apprenticeship. If they do not elect to become apprenticed they may continue to be employed by the same employer as juvenile workers.

(d) *Term of Apprenticeship.*

(i) *Males.*—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years, and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.

(ii) *Females.*—The term of apprenticeship for females shall be four years.

(e) *General Conditions of Apprenticeship.*

(i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include the following provision :—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

If there occurs a breakdown of power necessitating the standing down of adult employees, apprentices may also be stood down over the same period.

(f) *Technical Training.*

(i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

## CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period, or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

*Terminating Employment.*

(ii) (a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

*Casual Employees.*

(e) A casual employee shall mean an employee who is engaged and paid as such and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

## EMERGENCY PROVISIONS.

9. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work;
- (3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
- (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of any employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
  - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
  - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

## LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of Clause 8 hereof.

## DEFINITIONS.

11. (a) "An Apprentice" is a person who is bound by indentures of apprenticeship.

(b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

## HOURS OF WORK.

12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of eight hours per day.

(b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

## SHIFT WORK.

(See Section 39 of the *Factories and Shops Act 1928* re prohibition of work outside certain prescribed hours.)

13. Shift work may be worked and where such shift work is worked the following conditions shall apply:—

- (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
- (b) Except as herein provided employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per cent. more than the ordinary rates.
- (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
- (d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.
- (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid 10 per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid 10 per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on shift shall not exceed—
  - (i) 8 in any one day; or
  - (ii) 44 in any one week; or
  - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
- (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

## OVERTIME.

14. (a) Except in the case of shift work all time worked :—
- (i) before or after the usual times of beginning and ending work ;
  - (ii) in excess of eight hours per day ;
- shall be paid for at the rate of time and one half for the first two hours and double time thereafter : provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.
- (b) All work done outside the times of beginning and ending work on any holiday specified in clauses 23 and 24 of this Determination shall be paid for at the rate of double ordinary time.
- (c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.
- (d) In computing overtime each day's work shall stand alone.
- (e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.
- (f) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

## MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m. but such interval may be reduced to 30 minutes if an employer and the Union mutually arrange for a 30 minutes break.

## MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. tea money in addition to overtime rates as prescribed for in this Determination when the usual finishing time is exceeded by more than one hour.

## MATERIALS TO BE PROVIDED.

17. Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 5s. per day or part thereof in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work :—Benches, wood or iron clamps over 2 feet 6 inches, hand screws (in excess of 4), glue pots and glue brushes and varnish brushes.
- Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes and kit-box.

## WASHING TIME FOR POLISHERS.

18. Employees engaged in the polishing shop, and spray paint operators, shall be granted five minutes before lunch time and five minutes before knocking off time for washing purposes.

## TRAVELLING TIME ALLOWANCE AND BOARD.

19. (a) All times reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.
- (b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.
- (c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.
- (d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.
- (e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him in travelling shall be borne by the employer.

## REST PERIOD.

20. When any spell of duty is for four hours or more an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and during such interval employees may leave their seats but not the premises.

## SEATING ACCOMMODATION.

21. (a) All chairs provided for employees shall be reasonably comfortable.
- (b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

## PAYMENT OF WAGES.

22. (a) All employees shall be paid weekly not later than Wednesday.
- (b) No employer shall hold more than two days' pay in hand except under the provisions of clause 25 of this Determination.
- (c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at least.
- (d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.
- (e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.
- (f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.



## HOLIDAYS.

23. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

## PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

24. (a) Any time work employee who is employed on any holiday provided for herein shall be paid at the rate of ordinary time in addition to the usual rate.

(b) All work done on Sundays shall be paid for at the rate of double time.

## LOADED RATE TO COVER HOLIDAYS, SICK LEAVE AND ANNUAL LEAVE.

25. (a) All weekly wage employees shall be granted their annual leave at Christmas time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 23 hereof and if any of such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas–New Year holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned:—

- (i) In all Sections where employers are under contract to service ships in port;
- (ii) In Retail shops for the purpose of servicing furniture;
- (iii) In any other Section where the said representatives of the parties consider special provision necessary.

(b) Loaded rate shall provide credits from which payment for holidays annual leave and sick pay shall be made under the following conditions:—

- (i) Each weekly wage employee including a pieceworker or task worker shall be credited by the employer with a sum equal to four hours' pay for each week of continuous service and shall be continued each year from the beginning of the second week in each year until the end of the fifty-first week in each year.
- (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time shall be ascertained.
- (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas–New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
- (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas–New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
- (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
- (vi) On the pay day preceding the Christmas–New Year holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
- (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
- (viii) If an employee lawfully leaves or his employment is terminated by the employer through no fault of the employee he shall be paid such amount as is then standing to his credit.

(c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.

## INSURANCE OF TOOLS.

26. Employers shall insure the tools of trade of each employee in the furniture section against loss by fire up to a maximum of £20.

## FIRST-AID OUTFIT AND ATTENDANT.

27. (a) Every factory, shop, or workshop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution 1 bottle; Bandages, cotton and gauze 1 dozen assorted sizes; Castor oil 2 ozs.; Iodine, tincture of 2 ozs.; Manual, First-aid 1; Petrolatum carbolized 1 jar; Picric acid solution made according to the following recipe or prescription:— $1\frac{1}{2}$  teaspoonful of powdered picric acid, 3 ozs. of absolute alcohol, and 2 pints distilled water; 1 pint; Pins, safety, 1 packet; sal volatile, 6 ozs.; Scissors 1 pair; Tourniquet 1; Tweezers, 1 pair; Gauze, sterilized plain, Cotton absorbent, Lint absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant, an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee and shall be payable in addition to any amounts paid for annual leave, sick leave and public holidays, provided that this allowance shall not be subject to any premiums or penalty additions.

## AMENITIES.

28. (a) Each employer shall install in each factory, shop or workroom or place wherein employees are working a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide a dining room with adequate table and seating accommodation therein.

(f) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop.

(g) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting, and sand blasting. An employee when performing such work shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. The employees on sand blasting shall be supplied with one pint of milk daily by the employer. Goggles shall be supplied to employees when grinding tools.

(h) While any work is being carried on in any confined or enclosed space and/or on the following operations in which—

(i) Fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) Furniture polishing is done where the atmosphere becomes vitiated, the employer shall install a suction exhaust apparatus through which by means of power-driven fan air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction exhaust apparatus the employer shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

#### TIME AND WAGES BOOK OR RECORD.

29. (a) Employees shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked, the time spent on second-hand work as set out in clause 36 extra rates, and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hour at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

#### RIGHT OF ENTRY OF UNION OFFICIAL.

30. A duly accredited representative of the Federated Furnishing Trade Society of Australia shall have the right to enter employers' workshops during the midday meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(b) That he interviews employees only at the places where they are taking their meals.

(c) That not more than one representative in all be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or in committing a breach of any of the previous conditions such employer may refuse the right of entry but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

#### SHOP STEWARDS.

31. In cases where shop stewards have been appointed and recognized by the employers the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

#### UNION DELEGATES.

32. Where the appointment of a shop steward is not approved of or recognized by the employer a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

#### NOTICE BOARDS.

33. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

#### DETERMINATION TO BE POSTED.

34. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store or shop.

#### WORK TO BE DONE IN FACTORY SHOP OR PLACE.

35. (a) All work shall be done in a factory, shop or place duly registered under State Laws: but this shall not prevent an employer sending employees from his factory, shop or place to any building or shop for the purpose of repairing, completing, fitting or fixing any work covered by this Determination.

(b) For the purposes of this Determination "factory, shop or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared or manufactured.

(c) No person shall use allow or permit to be used as a sleeping place any part of a factory, shop or place.

#### SECONDHAND UPHOLSTERING, BEDDING, FLOOR COVERINGS AND/OR SOFT FURNISHINGS.

36. (a) Employees working on secondhand upholstery, bedding, floor coverings and/or soft furnishings shall be paid 25 per cent. in addition to the ordinary rate.

(b) Before any work is performed on secondhand bedding it shall be vacuum fumigated.

(c) Secondhand upholstery for the purpose of this clause shall mean—

- (i) all work done while stripping old materials and preparing the job for the use of new materials;
- (ii) patching;
- (iii) replacing flock fibre or stuffing taken from the job and replaced;
- (iv) replacing old covers on Dunlopillo or other sponge rubber—

but shall not mean—

- (i) the cutting and sewing of new materials where such work is done away from the job;
- (ii) the placing of new materials on the job where such job has been reduced to the frame or where springs and/or webbing are left; or
- (iii) the replacing of new covers on Dunlopillo or other sponge rubber; or
- (iv) the replacing of new upholstery on old material after such old material is wholly covered by new hessian or new material.

(d) All work on floor coverings and soft furnishings once they have been laid and fixed shall be classed as secondhand unless such floor coverings or soft furnishings have been thoroughly cleansed by subjection to a dry-cleaning process in the case of soft furnishings and to a shampooing process involving lifting in the case of floor coverings: Provided, however, that the secondhand rate shall at all times apply to sewers of secondhand floor coverings.

PIECEWORK.

37. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—In the case of males, not less than the base rate; and in the case of females, not less than 75 per centum of the base rate.

CONTRACT WORK.

38. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 37) by contracting, sub-contracting, sub-letting or other similar systems.

BASIC WAGE.

39. (a) The wages rates set out in clause 2 are based upon the following basic wage for adult males.

Place.	Basic Wage	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of G.P.O., Melbourne—		
Males	11 15 0	Melbourne
Within 10 miles of G.P.O., Geelong, same as the basic wage and minimum wage for Melbourne		
Warrnambool, same as the basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts, same as the basic wage and minimum wage for Melbourne		
Yallourn, until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week		
Elsewhere, 3s. less than the basic wage and minimum wage for Melbourne		

(b) The minimum rate of wage to be paid to adult females shall be 75 per cent. of the basic wage for adult males as provided in clause 39.

(c) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

MARGINS.

40. In addition to the basic wage and the minimum wage for females prescribed in Clause 39, the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
PART I.—ADULT MALES.	
SECTION "A"—WOOD MACHINISTS AND GENERAL:	
<i>Machinist—"A" Grade.</i>	
1. Boults carver	2 10 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand	2 10 0
3. Moulder—who grinds cutters sets up and operates	2 10 0
4. Wood Turner—who grinds cutters, sets up and operates, or who works freehand	2 10 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand	2 10 0
6. Lindeman or similar jointer	2 10 0

Classification.	Margin.
<b>PART I.—Adult Males—continued.</b>	
<i>Machinist—"B" Grade.</i>	
7. Band and/or jig sawyer .. .. .	2 0 0
8. Circular sawyer—who sets up and operates .. .. .	2 0 0
9. Dovetailer—who sets up and operates .. .. .	2 0 0
10. Buzzer—who sets up and operates .. .. .	2 0 0
11. Planer—who sets up and operates .. .. .	2 0 0
12. Thicknesser—who sets up and operates .. .. .	2 0 0
13. Glue jointer—who sets up and operates .. .. .	2 0 0
14. Tenoner—who sets up and operates .. .. .	2 0 0
15. Turner—copying or automatic lathe—who sets up and operates .. .. .	2 0 0
16. Morticer—who sets up and operates .. .. .	2 0 0
17. Sander—Tripledrum—who sets up and operates .. .. .	2 0 0
18. Belt Sander on Veneers .. .. .	2 0 0
19. Multiple Borer—3 or more bits—who sets up and operates .. .. .	2 0 0
20. Moulder—who sets up and operates .. .. .	2 0 0
<i>Machinist—"C" Grade.</i>	
21. Sander—others .. .. .	1 10 0
22. Borer—less than 3 bits .. .. .	1 10 0
23. All others—including employees of any of the abovenamed machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences .. .. .	1 10 0
<i>General.</i>	
24. Timber bender .. .. .	1 10 0
25. Timber stacker .. .. .	0 15 0
26. Yardman .. .. .	0 15 0
27. Tailer out .. .. .	0 15 0
28. Employees not elsewhere classified .. .. .	0 3 0
<b>SECTION "B"—POLISHING, &amp;c.</b>	
29. Polisher .. .. .	2 10 0
30. Spray hand— (a) engaged on finishing coats of any type .. .. .	2 0 0
(b) engaged on priming and/or undercoating, and/or sealing .. .. .	1 10 0
31. Employing cutting or papering down and/or filling and/or staining .. .. .	1 10 0
<b>SECTION "C"—GENERAL FURNITURE.</b>	
32. Cabinet maker .. .. .	2 10 0
33. Wood carver .. .. .	2 10 0
34. Chair frame maker .. .. .	2 10 0
35. Upholsterer .. .. .	2 10 0
36. Assembler first class, i.e., an adult employee engaged in fitting together by nailing, screwing, gluing or fixing in any way machine jointed or finished parts of furniture or cabinets and who in so doing completely assembles an article .. .. .	2 2 6
37. Assembler second class, i.e., an adult employee employed (a) assembling component parts of furniture or cabinets, refrigerators; (b) cramping furniture cabinets or wooden parts of refrigerators; or (c) an employee upholstering parts of furniture which are later assembled .. .. .	1 15 0
38. Veneer cutter or matcher .. .. .	2 0 0
39. Stuff over chair or couch frame maker, i.e., an adult person who makes frames on which the upholsterers cover all the woodwork except the legs and/or feet and of which the woodwork is prepared by machines .. .. .	1 10 0
39A. Employer engaged on filling loose cushions .. .. .	1 10 0
40. Veneer layer or gluer engaged in the preparing or making of veneered panels or plywood or coreboard or partly prepared timber or parts of furniture timber cut to size .. .. .	1 10 0
41. Employee packing furniture and/or mantelpieces .. .. .	1 7 0
42. Employee cleaning off, i.e., cleaning off glue after assembly .. .. .	0 10 0
<b>SECTION "D"—BEDDING, BEDSTEADS AND WIRE MATTRESSES.</b>	
<i>(a) Bedding.</i>	
43. Employee engaged on making box spring mattresses and upholstered base supports .. .. .	2 10 0
44. Reversible inner spring mattresses and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting .. .. .	2 0 0
45. Employee who sets up, adjusts and operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border .. .. .	2 0 0
46. Employee who does not set up or adjust, but only operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border .. .. .	1 10 0
47. Employee operating filling machines for upholstery, soft bedding and pillows .. .. .	1 10 0
48. Employee packing bedding .. .. .	1 7 0
<i>(b) Bedsteads and Wire Mattresses.</i>	
49. Wire weaver—who sets up, adjusts and operates automatic machine .. .. .	2 10 0
50. Mattress spring and/or spring unit maker (hand) .. .. .	2 6 6
51. Other wire weavers .. .. .	2 0 0
52. Stretcher up .. .. .	1 10 0
53. Tacker up .. .. .	1 10 0
54. Splitter up .. .. .	1 10 0
55. Wire drawer .. .. .	1 8 0
56. Spring maker and assembler on automatic machines .. .. .	1 10 0
<i>(c) Bedstead Assembly.</i>	
57. Employee framing and/or cramping combination bedsteads and/or settees and/or cots .. .. .	1 10 0
58. Employee setting up to check and packing combination bedsteads and/or settees and/or cots .. .. .	0 18 0

Classification.	Margin.
<b>PART I.—Adult Males—continued.</b>	
<b>SECTION "E"—CARPET PLANNING AND SOFT FURNISHINGS.</b>	
59. Carpet planner .. .. .	2 10 0
60. Sewer or layer or gluer of carpets, linos, masonite or any other floor covering .. .. .	2 2 6
61. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds .. .. .	2 0 0
62. Employee mounting, making or hanging blinds .. .. .	2 0 0
63. Carpet room assistant .. .. .	0 18 0
<b>SECTION "F"—PICTURE FRAMES.</b>	
64. Stainer who mixes and/or applies stain and/or finishes any kind of wood or compo .. .. .	2 0 0
65. Mount cutter .. .. .	1 10 0
66. Moulder .. .. .	1 10 0
67. Joiner .. .. .	1 10 0
68. Gilder or bronzer .. .. .	1 10 0
<b>SECTION "G"—REFRIGERATORS (Other than ice).</b>	
69. Cabinet maker .. .. .	2 10 0
70. Painter and/or enameller, spray or brush on coats other than priming .. .. .	2 10 0
71. Painter and/or enameller, spray or brush on prime coats .. .. .	1 10 0
72. Wet rubbing .. .. .	1 10 0
73. Packers of new refrigerators .. .. .	1 7 0
<b>SECTION "H"—ORNAMENTS OF WOOD.</b>	
74. Wood Turners .. .. .	2 10 0
75. Polishers .. .. .	2 10 0
76. Wood machinists (See Section "A")	
<b>PART II.—ADULT FEMALES.</b>	
<b>SECTION "A"—GENERAL FURNITURE.</b>	
1. Upholstress .. .. .	1 0 0
2. Veneer matcher .. .. .	1 0 0
3. Female employed in designing, making, painting or decorating—	
(a) furnishing accessories or novelties .. .. .	1 0 0
(b) domestic woodware .. .. .	1 0 0
(c) walking sticks .. .. .	1 0 0
<b>SECTION "B"—BEDDING, &amp;C.</b>	
4. Female sewing mattresses, pillows, quilts, cushions, &c. .. .. .	1 0 0
<b>SECTION "C"—CARPET PLANNING AND SOFT FURNISHINGS.</b>	
5. Carpet sewer .. .. .	1 1 3
6. Table hand .. .. .	1 0 0
7. Draping hand or repairer of new goods .. .. .	1 0 0
8. Shade roller blind maker .. .. .	1 0 0
9. Cutter of loose covers .. .. .	1 0 0
10. Cutter of curtains, drapes or blinds .. .. .	1 0 0
11. Fancy roller blind maker .. .. .	1 0 0
<b>SECTION "D"—PICTURE FRAMES.</b>	
12. Mounting and/or fitting .. .. .	0 7 6

41. The wages of apprentices and improvers shall be the undermentioned percentages of the basic wage, and, in addition thereto, the loading specified. Calculated to the nearest sixpence, threepence, or less than threepence to be disregarded.

—	Percentage of Basic Wage.	War Loading.
<i>Male Apprentices.</i>		
<i>s. d.</i>		
Five-year Term—		
1st year's experience .. .. .	32	..
2nd year's experience .. .. .	43	..
3rd year's experience .. .. .	54	..
4th year's experience .. .. .	83	..
5th year's experience .. .. .	100 plus 6s.	..
Four-year Term—		
1st year's experience .. .. .	34	..
2nd year's experience .. .. .	54	..
3rd year's experience .. .. .	83	..
4th year's experience .. .. .	100 plus 6s.	..

	Percentage of Basic Wage.	War Loading.
<i>Male Improvers.</i>		
		<i>s. d.</i>
Under 16 years of age .. .. .	24	..
16 and under 17 years of age .. .. .	29	0 9
17 and under 18 years of age .. .. .	39	1 0
18 and under 19 years of age .. .. .	52	1 6
19 and under 20 years of age .. .. .	82	2 3
20 and under 21 years of age .. .. .	100 plus 2s.	3 0
<i>Female Apprentices.</i>		
1st year's experience .. .. .	46	..
2nd year's experience .. .. .	65	1 6
3rd year's experience .. .. .	87	2 0
4th year's experience .. .. .	99	3 0
<i>Female Improvers.</i>		
16 years and under .. .. .	33	..
17 years .. .. .	46	..
18 years .. .. .	65	1 6
19 years .. .. .	87	2 0
20 years .. .. .	99	3 0

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 23rd September, 1953.



# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

## DETERMINATION OF THE INDUSTRIAL GASES BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of manufacturing or preparing carbon dioxide or other industrial gases for trade or sale in gas, liquid or solid form has made the following Determination, namely:—

1. That on the 10th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### 2. WAGES PER WEEK.

(a) Juniors.				(b) Other Employees.		
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.	Oxygen, Acetylene, Air, Nitrogen, CO <sub>2</sub> , and Hydrogen.		
				s. d.	£ s. d.	£ s. d.
Under 16 years of age ..	24	2 0	2 18 6	Acetylene plant attendant .. .. .	14 2 6	
16 years of age ..	34	3 0	4 3 0	Acetylene generator attendant .. .. .	13 17 6	
17 years of age ..	46	4 0	5 12 0	Operator of dry-ice machine .. .. .	12 19 0	
18 years of age ..	58	5 0	7 1 6	Cylinder tester and/or valve hand .. .. .	13 14 0	
18 years of age ..	73	6 0	8 17 6	Cylinder filler .. .. .	13 12 0	
20 years of age ..	88	7 0	10 14 0	Other employees with not less than three months' experience in the industry .. .. .	12 19 0	
				All others .. .. .	11 18 0	

The total wage shall be calculated to the nearest sixpence any broken part of sixpence in the result not exceeding threepence to be disregarded.

The Board has determined that no apprentice shall be taken to the trade.

#### Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

#### SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof, the following special rates and allowances shall be paid to employees:—

#### Cold Places.

(a) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit—4d. per hour extra. Where the work continues for more than two hours, employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

#### Confined Spaces.

(b) Working in confined space (as defined)—6d. per hour extra.

#### Dirty Work.

(c) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature—4d. per hour extra. In case of disagreement between the foreman and workman, the workman, or a shop steward on his behalf, shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

*Hot Places.*

(d) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 4d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 6d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

*Slag Wool.*

(e) Employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise, shall when so employed on ship construction or ship repairing or on the construction, repair or demolition of furnaces, walls, floors and/or ceilings be paid 6d. per hour extra.

*Wet Places.*

(f) An employee working in any place where his clothing or boots become saturated whether by water, oil, or otherwise, shall be paid 4d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

*Special Rates not Cumulative.*

(g) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

*Rates not Subject to Penalty Additions.*

(h) The special rates herein prescribed shall be paid, irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

**HOURS OF WORK.***Day Workers.*

4. (a) Subject to the exceptions hereinafter provided the ordinary hours of work shall be 40 per week to be worked in five days of not more than eight hours (Monday to Friday inclusive) and one day (Saturday) of not more than four hours; or five days (Monday to Friday inclusive) of eight hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

*Five-days Week.*

(b) In any case in which the ordinary week's work of 40 hours can be performed in five-days as aforesaid without—

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service.

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid. Any dispute as to whether the ordinary hours of work can in any case or cases be worked in five days without detriment, loss or reduction as aforesaid shall be determined by the Wages Board upon application made by or on behalf of the employees. Upon such an application proof that the working of a five-days week will result in such detriment, loss or reduction as aforesaid shall be upon the employer.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

**SHIFT WORK.***Definitions.*

5. (a) For the purposes of this clause—

“Afternoon shift” means any shift finishing after 6 p.m., and at or before midnight.

“Continuous work” means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption, except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

“Night shift” means any shift finishing subsequent to midnight, and at or before 8 a.m.

“Rostered shift” means a shift of which the employee concerned has had at least 48 hours' notice.

*Hours—Continuous Work Shifts.*

(b) This sub-clause shall apply to shift workers on continuous work, as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any 1 day; or
- (ii) 48 in any 1 week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 160 in 28 consecutive days.

Subject to the following conditions, such shift workers shall work at such times as the employer may require:—

- (i) a shift shall consist of not more than eight hours, inclusive of crib time;
- (ii) except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours;
- (iii) twenty minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.



*Hours—Other than Continuous Work.*

(c) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 40 in any week to be worked in five shifts of eight hours on Monday to Friday inclusive, or five shifts of not more than eight hours and one shift (Saturday) of not more than four hours; or
- (ii) 80 in fourteen consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week; or
- (iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

*Rosters.*

(d) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

*Variation by Agreement.*

(e) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

*Afternoon or Night Shift Allowances.*

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½d. per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle.

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (f) hereof.

*Overtime.*

(g) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter except in each case when the time is worked—
- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 11 (b) hereof.

Provided that when not less than eight hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

*Compulsory Overtime.*

(g) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

*Sundays and Holidays.*

(h) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 8 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday, that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

*Junior Employees.*

(i) Juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

*MIXED FUNCTIONS.*

6. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift, he shall be paid the higher rate for the time so worked.

*OVERTIME.*

7. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work: Provided that in the case of a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (b) hereof in computing overtime each day's work shall stand alone.

*Rest Period after Overtime.*

(b) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

*Call Back.*

(c) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (b) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

*Saturday Work—Five-days Week.*

(d) A day worker on a five-days week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

*Standing By.*

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

*Meal Hours—General.*

(f) For work done during meal hours and thereafter until a meal-hour break is allowed, time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

*Meal Hours—Maintenance Employees.*

(g) Subject to the provisions of the second part of sub-clause (f) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

*Crib Time.*

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

*Tea Money.*

(i) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 4s., and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided, but which are surplus.

*Transport of Employees.*

(j) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

*Compulsory Overtime.*

(k) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

**HOLIDAYS AND SUNDAY WORK.**

8. (a) Employees shall be entitled to the following public holidays, without loss of pay, as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute or any of the said days respectively. "In connection with the visit to Australia of Her Majesty, Queen Elizabeth II where a Public Holiday or Public Half-Holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such Public Holiday or Public Half-Holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of Holidays herein prescribed".

By agreement between any employer and his employees, other days may be substituted for the said days, or any of them as to such employer's undertaking.

(b) Except as provided in sub-clause (h) of clause 5, an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(c) An employee, other than a casual employee, not engaged in continuous work, who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work, shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(e) Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

**EXTRA RATES NOT CUMULATIVE.**

9. Extra rates in this Determination, except rates prescribed in clause 3, are not cumulative so as to exceed the maximum of double the ordinary rates.

**PAYMENT OF WAGES.**

10. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

**CONTRACT OF EMPLOYMENT.***Weekly Employment*

11. (a) Except as hereinafter provided employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week, or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases the wages shall be paid up to the time of dismissal only; or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any break down in machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

*Casual Employment.*

(c) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs plus 10 per cent.

**LATE COMERS.**

(d) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

**EMERGENCY PROVISIONS.**

11A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work;
- (3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

- (1) for day work or day shift work—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
  - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
  - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

**SICK LEAVE.**

12. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations :—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute, the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

**SINGLE DAY ABSENCES.**

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

**CUMULATIVE SICK LEAVE.**

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

**ATTENDANCE AT HOSPITAL, ETC.**

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

**ANNUAL HOLIDAY.**

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* No. 5111, and any amendments which may be made thereto from time to time.

**MISCELLANEOUS.**

*Accommodation and Conveniences.*

*Boiling Water.*

14. (a) (i) Employers shall provide boiling water for employees at meal times.

*Drinking Water.*

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

*First Aid Outfit.*

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act 1928* requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be Kept in Ambulance Chest—
Antiseptic solution .. .. .	1 bottle
Bandages, cotton and gauze .. .. .	1 dozen assorted sizes
Castor oil .. .. .	2 oz.
Iodine, tincture of .. .. .	2 oz.
Manual, first-aid .. .. .	1
Petrolatum, carbolized .. .. .	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water .. .. .	1 pint
Pins, safety .. .. .	1 packet
Sal volatile .. .. .	6 oz.
Scissors .. .. .	1 pair
Tourniquet .. .. .	1
Tweezers .. .. .	1 pair
Cotton, absorbent .. .. .	} An adequate assortment
Gauze, sterilized, plain .. .. .	
Lint, absorbent .. .. .	
Plaster, adhesive .. .. .	
.. .. .	

*Lockers.*

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes. In any case in which compliance with this paragraph necessitates the provision of lockers or new or improved hanging facilities, they shall be provided by the 1st November, 1947, unless the employer proves to the satisfaction of the Wages Board that he is unable by reason of shortage of material or labour or any other difficulties to provide such new or improved facilities, in which case their provision may be postponed for such period or periods as the Wages Board determines.

*Washing and Sanitary Conveniences.*

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

*Clothing, Equipment and Tools.**Damage to Clothing and Tools.*

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

*Gas Masks.*

(ii) The employer shall ensure that sufficient masks are available to enable each employee when engaged on repairs to refrigeration plants outside the employer's premises, to take one with him.

*Gloves.*

(iii) Suitable gloves or pads shall be provided by employers for such work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said equipment shall be provided.

In any case where an organization alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it may bring such case before the Wages Board.

*Ventilation.*

(c) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated;

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

*Shop Stewards.*

15. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification thereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

**RIGHT OF ENTRY OF UNION OFFICIALS.**

16. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions:—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(ii) That he interviews employees only at places where they are taking their meal.

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time.

(iv) That no one representative visit the premises more than once in each week.

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Wages Board.

Provided that, where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer or, failing agreement, at such times and under such conditions as the Wages Board may decide.

(b) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate.

(ii) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).

(iii) That he does not interfere with work proceeding in the workshop or plant.

(iv) That he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

This is to certify that  
is a duly accredited representative of the above-named organization.

Specimen signature of holder.  
Strictly not transferable.

(SEAL)

General Secretary.  
Date.

**TIME AND WAGES BOOK.**

17. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.
- (b) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.
- (c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.
- (d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

**NOTICE BOARD.**

18. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.
- Any notice posted on such board not so signed or countersigned may be removed by an accredited union representative or by the employer.

**DEFINITIONS.**

19. "Confined space" means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and includes such a space—
- (i) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers;
  - (ii) in the case of a locomotive, inside the barrels of boilers, fire boxes, water spaces of tenders, side tanks, bunker tanks, saddle tanks, or smoke boxes;
  - (iii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicle boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.
- "Sunday" means all time between midnight Saturday and midnight Sunday.
- "Year" means the period between the 1st day of June in each year and the next 31st day of May.

**BASIC WAGE.**

20. (a) The wages rates set out in clause 2 (b) are based upon the following basic wage.

Place.	Basic Wage-	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	11 15 0	Melbourne

(b) The wages of juniors shall be the percentages of the basic wage and in addition thereto the loadings specified in clause 2 of this Determination.

**MARGINAL RATES.**

21. In addition to the basic wage provided in clause 20, the margins and loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.
	s. d.
Acetylene plant attendant .. .. .	47 6
Acetylene generator attendant .. .. .	42 0
Operator of dry-ice machine .. .. .	24 0
Cylinder tester and/or valve hand .. .. .	39 0
Cylinder filler .. .. .	37 0
Other employees with not less than three months' experience in the industry .. .. .	24 0
All others .. .. .	3 0

P. A. RANGLES, J.P., Chairman.  
J. V. WILLOX, Secretary.

Melbourne, 25th September, 1953.



# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

## DETERMINATION OF THE GLASSWORKERS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the owest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of (a) glass-blowers; (b) glass-moulders; (c) a maker of all kinds of glass utensils (except cut-glass utensils), including glass bottles, glass jars, glass jugs, glass globes, tumblers, salt cellars, and vials, has made the following Determination, viz. :—

1. That on the 10th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

### FLINT GLASS SECTION.

Apprentices.	Per-centage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
				Per-centage of Basic Wage.	Wages per Week.	Wages per Day of 8 Hours.
		<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	52	122 3	1st year's experience ..	48	112 9	49 7½
2nd year's experience ..	59	138 9	2nd year's experience ..	64	150 6	
3rd year's experience ..	68	159 9	3rd year's experience ..	74	174 0	
4th year's experience ..	76	178 6	4th year's experience and	86	202 0	
5th year's experience ..	82	192 9	until reaching the age			
and thereafter the			of 21 years			
minimum adult wage						
or piecework price						

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

### JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		<i>s. d.</i>			<i>s. d.</i>
Under 16 years of age ..	28	65 9	Under 15 years of age ..	34	59 9
16 years, but under 17 years of age	32	75 3	15 years, but under 16 years of age	36	63 3
17 years, but under 18 years of age	41	96 3	16 years, but under 17 years of age	47	82 9
18 years, but under 19 years of age	57	134 0	17 years, but under 18 years of age	52	91 6
19 years, but under 20 years of age	67	157 6	18 years, but under 19 years of age	56	98 6
20 years, but under 21 years of age	76	178 6	19 years, but under 20 years of age	66	116 3
			20 years, but under 21 years of age	75	132 0

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on:

3. WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

		Per Week.
		£ s. d.
<i>Males.</i>		
Furnacemen .. .. .		13 12 6
Lehr attendants .. .. .		12 13 0
Stickers-up to melter press shop (3 stickers-up)		13 1 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift		
Operators on dip and blow and Y machines .. .. .		12 13 0
Crackers-off on Dip and Blow and Y machines .. .. .		12 13 0
Melters on side Lever press glazers and battery jar press .. .. .		12 15 6
Ball blowers 1st year .. .. .		12 13 0
Ball blowers 2nd year .. .. .		13 0 6
Ball blowers 3rd year .. .. .		13 8 0
Taker-out on side lever press .. .. .		12 15 6
Assistants to journeymen .. .. .		12 8 0
<i>Auxiliary to Glass Manufacture.</i>		
Batch mixers .. .. .		13 0 0
Batch mixers' Assistants .. .. .		12 14 0
Handlers of raw materials (as defined) .. .. .		12 13 0
Packers performing any part of the operation of packing ware in straw and headed-up packages .. .. .		13 4 0
Packers doing other packing (as defined) .. .. .		12 12 0
Packers doing nested cartons (as defined) .. .. .		12 12 0
Packers doing partitioned cartons (as defined) .. .. .		12 17 0
Headers-up packed case .. .. .		12 12 0
Warehouse Assemblers .. .. .		12 12 0
Warehousemen .. .. .		12 13 6
Loaders in delivery section .. .. .		13 1 0
Stackers in delivery section .. .. .		12 17 0
Sorters .. .. .		12 19 0
Mould paster .. .. .		12 17 0
<i>Glass Finishing and Decorating Section.</i>		
Grinders and polishers on flat and upright wheels .. .. .		12 12 0
Cutters-off .. .. .		12 12 0
Operators on glazing machines .. .. .		12 12 0
Operators on searing-off machines .. .. .		12 14 0
Operators on sandblast booth .. .. .		13 3 0
Acid dippers .. .. .		12 16 0
Glisters colour handlers .. .. .		12 16 0
Sprayer .. .. .		13 1 0
Other adult labour except where hereafter specified .. .. .		12 8 0
<i>Females.</i>		
Adult females .. .. .		8 16 0

*Adult Glassworkers.*

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely:—

Journeymen.		Per Day.
		s. d.
<b>Blowers—</b>		
12" and under .. .. .		59 1½
Over 12" and up to 18" .. .. .		62 0½
Over 18" .. .. .		67 0½
<b>Press workers—</b>		
Press workers on general ware up to 2 lb. .. .. .		56 10½
Press workers on general ware 2 lb. to 5 lb. .. .. .		57 10½
Press workers on general ware over 5 lb. .. .. .		60 10½
<b>Dip mould workers—</b>		
Blowers .. .. .		56 4½
Gatherers .. .. .		58 4½

*Allowance for Skilled Glassworkers.*

In addition to the rates prescribed herein, skilled glassworkers shall receive the following:—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

**SHIFT WORK.**

4. (a) All employees (other than skilled glassworkers) shall receive the following shift allowance in addition to their ordinary rates:—

When employed on alternating day and afternoon shift .. .. .	6s. per week.
When employed on rotating day, afternoon and night shift .. .. .	8s. per week.
When employed on continuous shifts .. .. .	8s. per week.



When such shift worker works more than one week on day shift, he shall not receive any shift allowance payment after the first such week.

(b) For all ordinary work performed between the hours of 7 a.m. on Saturday and 7 a.m. on Sunday, shift workers shall be paid at the rate of time and a quarter; such rate shall be substituted for and not cumulative upon any extra rates otherwise prescribed.

#### CONSTITUTION OF SHOPS.

5. (a) Flint blow and plain opal shops shall consist of:—

- (1) Ball blower, and/or gatherer, blower, and all necessary assistants; or
- (2) Ball blower, gatherer, blower, and all necessary assistants; or
- (3) Ball blower, two blowers, and all necessary assistants;

and shall be constituted in any of the foregoing ways at the discretion of the employer.

(b) Opal-cased shops shall consist of:—

- (1) One blower shop—Flint ball blower, opal ball coverer, and one blower to gather and blow his own ware; or
- (2) Two blower shop—Flint ball blower, opal ball coverer, and two blowers to gather and blow their own ware.

(c) Cylinder shop may be constituted in any one of the following ways:—

- (1) One junior ball blower, one cylinder blower, and all necessary assistants; or
- (2) One junior ball blower, one senior ball blower, one cylinder blower, and all necessary assistants; or
- (3) One junior ball blower, two cylinder blowers, and all necessary assistants.

#### HOURS.

6. (a) The ordinary hours of sorters, packers, batchmixers, and their assistants, labourers, and all other employees (other than furnacemen, glassworkers, and their assistants) shall not exceed 40 per week to be worked in five and a half days per week, the daily hours to be not more than 8 hours on Monday to Friday inclusive, to be worked between 7 a.m. and 5 p.m. with an interval of 45 minutes for a meal, and not more than 4 hours on Saturday, to be worked between 7 a.m. and 12 noon.

(b) The ordinary hours of furnacemen shall be 40 per week, or, when shifts are worked, not more than 160 spread over a period of four weeks, and not more than eight hours to be worked in any one shift, shifts to rotate between furnacemen. All time worked in excess of these hours shall be deemed to be overtime, except so far as such excess is due to an arrangement between the furnacemen themselves, or is necessary for effecting periodical rotation of shifts.

(c) The hours of three-shift-workers shall not exceed a total of 125 spread over a period of three weeks nor more than 45 in any one week.

(d) The ordinary hours of glassworkers and their assistants (other than shift-workers) shall be 40 per week.

(e) The ordinary hours of two-shift glassworkers shall be worked as follows:—

Morning Shift.—Mondays to Fridays inclusive . . . 7 a.m. to 3.30 p.m. with an interval of half an hour for a meal.  
Saturdays . . . . . 7 a.m. to 11 a.m.  
Afternoon Shift.—Mondays to Fridays inclusive—3.30 p.m. to 11.30 p.m. with an interval of half an hour for a meal.

#### BASIS OF PAYMENT OF SKILLED GLASSWORKERS.

7. Piecework shall be the basis of payment for skilled glassworkers, but in cases where employees earn less than the time rate per day through their own fault, such as producing bad work or not producing sufficient work to enable them to earn the time rate while conditions in the factory are satisfactory, they shall only receive the amount they earn on the piecework rate; but if through any fault of the employer the employees are prevented from earning the time rate, plus 6 per cent. on the piecework rate of eight hours, they shall be paid at the time rate, plus 6 per cent.

#### BASIS FOR FIXING OF PIECEWORK PRICES.

8. (a) The Board determines that any employer may fix and pay piecework prices for any article to adult skilled glassworkers of average capacity employed in the flint section of the industry, provided such prices enable the said adult skilled glassworkers to earn at least the minimum daily rate prescribed for their respective classifications with the addition of 12½ per cent.

(b) A schedule of such piecework prices shall be posted in the factory in such a position as to be accessible to and easily read by persons employed therein. If any group or groups of employees in the factory are dissatisfied with the piecework prices so exhibited and the employer and a representative of the Union fail to reach agreement they shall have the right of appeal to the Wages Board with a view to having the matter investigated.

#### MIXED FUNCTIONS.

9. Where employment involves functions of a mixed character, and an employee is employed for sixteen hours in any one week on work for which a higher rate of pay is prescribed by this Determination than the rate prescribed for the work which he usually does, the minimum rate to be paid to such employee shall be calculated for the week as if he performed such only of the functions as are represented by the highest rate, but, if employed for less than sixteen hours on such higher class of work, he shall be paid the rates prescribed by this Determination for the work he actually does from time to time. This clause shall not apply to skilled glassworkers.

#### ENGAGEMENT AND TERMINATION OF EMPLOYMENT.

10. (a) All employment shall be by the week.

(b) An employee desirous of terminating his service with an employer shall terminate such service only on a Saturday of each week, and shall give his employer notice of such intention on or before 5 p.m. on the Monday prior to the date of termination of such service. In the event of an employee failing to comply with the conditions contained in this clause, two days pay shall be deducted from his pay by the employer.

(c) An employer desirous of terminating the services of an employee shall terminate his services only on a Saturday, and he shall give such employee notice of his intention to terminate such service not later than 5 p.m. on the Monday prior to the date of the termination of such service. In the event of the employer failing to comply with the conditions contained in this clause, two days' pay shall be paid to the employee by the employer.

Provided that in the event of a tank going out of commission for repairs at any time, the employees actually engaged on such tank, and thereby thrown out of work, shall receive one clear week's notice from the employer of his intention to dispense with their services; during the currency of which notice they may be required to do other work on the premises or, at the option of the employer they may be paid one week's wages in lieu of such notice.

Provided further that nothing in this clause shall be applicable to cases of termination of services of employees for misconduct or incompetence justifying their instant dismissal.

## SICK PAY.

11. (a) Any person who does not attend for duty shall not be paid for the actual time lost; provided, nevertheless, that if he produces or forwards within 24 hours of the commencement of his non-attendance, evidence satisfactory to the employer that such non-attendance was reasonable because of his own ill-health due to any cause other than his own misconduct, he shall receive the benefit of the next succeeding sub-clause hereof.

(b) In the case of any such person who has been employed by any one employer for a period of not less than one calendar month, if his non-attendance is in manner aforesaid shown to be reasonable because of his own ill-health, such person shall receive payment in wages in respect of six, but not more than six days in all of such non-attendance in each year of his employment by such employer.

(c) For the purpose of sub-clause (b) an employee whose employment ceases because of a furnace going out of commission, and who resumes his employment within three days of the said furnace restarting, shall be deemed to have been constantly employed in the interval between such cessation and restarting.

## OVERTIME.

12. (a) All time worked in excess of 40 hours per week (except in the case of pieceworkers) shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) For all overtime worked on Sundays or holidays by furnacemen or furnacemen's assistants, they shall receive an additional payment at the rate of half time over and above that provided for in sub-clause (a) hereof.

(c) Overtime shall not be paid where men work in excess of eight hours per day in effecting their change of shifts.

## SUNDAY AND HOLIDAY RATES.

13. (a) For all time worked on Sundays and specified holidays payment shall be made at double rates, except in the cases of furnacemen and furnacemen's assistants.

(b) All ordinary time worked by furnacemen and furnacemen's assistants on Sundays and specified holidays, shall be paid for at the rate of time and a half.

## HOLIDAYS.

14. (a) All employees other than furnacemen and furnacemen's assistants shall receive the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and Melbourne Cup Day. In connection with the visit to Australia of Her Majesty, Queen Elizabeth II., where a Public Holiday or Public Half-Holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such Public Holiday or Public Half-Holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of Holidays herein prescribed.

(b) Where by reason of any of the said named holidays falling on a Sunday, or by reason of any other cause any other day is observed as a public holiday in lieu of any of the said named holidays in sub-clause (a) hereof, then this clause shall read as if such other day were included herein, instead of the said named holiday, but not so as to increase beyond eleven the number of holidays such employees shall receive by reason of this sub-clause.

(c) In the case of shift work a holiday or holidays (as the case may be) shall not begin until the end of the last shift commenced on the day immediately preceding the holiday or holidays, and shall not end until the beginning of the first shift commenced on the day immediately succeeding the holiday or holidays.

(d) No employee shall receive pay for any holiday not worked if he fails otherwise than for reasonable cause to work during his usual working hours on the day or shift immediately preceding, and also on the day or shift immediately following such holiday.

(e) Where any person who has been employed by an employer for a period of three months or more immediately preceding the termination of the said person's services within the seven days immediately preceding any of the holidays named in sub-clause (a) hereof, for any cause not being his own default or misconduct sufficient to justify the termination of the said person's services such an employee shall receive payment for the aforesaid holiday as if his employment had continued so as to include such holiday.

## ANNUAL HOLIDAY.

15. (a) The annual holiday for an employee on weekly hiring, or a casual employee, shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

(b) In addition to the above, continuous shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a continuous shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a continuous shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a continuous shift worker.

## TEA MONEY.

16. Any employee required to work more than one hour's overtime after the completion of a shift shall, in addition to overtime payment, be paid 1s. 6d. tea money in the case of adults and 1s. in the case of juveniles; unless notified the previous day that they would be required to work such overtime. If, having been notified accordingly, their services are not required they shall still be entitled to the payment of such tea money.

## MOULDS AND GEAR.

17. Suitable moulds and all gear other than artisans' tools required by the employees to perform their work shall be supplied by the employer.

## REPACKING GAS CHAMBERS.

18. Employees shall repack chambers while furnaces are under fire at any time when called on to perform this work, and they shall be paid 6s. 7 1/11d. per hour for all time engaged on such work. If the work is performed on any specified holiday, they shall be paid the above rates in addition to their ordinary pay. Overtime and mixed-function clauses do not apply.

## PAY DAY.

19. All wages shall be paid on Friday night, but the employer may pay individuals on Saturday.

## REST PERIOD.

20. All glassworkers and their assistants shall receive ten minutes rest period during the first and second half of each shift without deduction of pay.

## COLD WATER.

21. An adequate supply of cold water shall be maintained at each furnace for the use of the employees.

CHANGE ROOM AND LOCKERS.

22. (a) Change rooms—the employer shall provide suitable accommodation for employees to change and keep a change of clothing on the premises, and shall provide hot shower baths for employees.

(b) Suitable and sufficient lockers shall be provided for each shop to enable the employees to lock up their clothes and gear.

DEFINITION.

23. "Juvenile workers" are persons under 21 years of age (other than apprentices or improvers) employed "cleaning," "packing," "wrapping," or as "Carriers In" or "Mould Boys," or "Melting and Cutting," or in other work of a like nature.

"Handlers of raw materials," shall mean employees handling lime, felspar and other bagged or heavy raw materials other than soda ash.

"Packers doing other packing" shall mean employees packing ware into containers without nested straw.

"Packers on partitioned cartons" shall mean employees using cartons in which the article is placed in the container and nested with some form of cushioning material.

"Packers on nested cartons" shall mean employees using cartons in which each article is placed in an individual container.

MELTED AND COLD LEHR WORK.

24. All properly made work that is melted in the lehr or broken through the lehr being cold shall be paid for in full by the employer.

BAD METAL.

25. Employees shall report to the employee in charge of the shop all bad metal, and, if the employee in charge allows the employees to continue working the metal all good ware made shall be paid for in full by the employer.

SORTING WARE.

26. (a) All ware other than opal ware that does not require "cutting off" shall be sorted at the lehr, or kiln and all work passed by the sorter shall be paid for by the employer at full rates.

(b) All ware requiring to be "cut off" other than dip blown ware shall be sorted at the "cutting off" bench, and all good ware broken in "cutting off" shall be paid for by the employer.

(c) All dip blown ware shall be sorted after glazing and all good ware broken in "cutting off", grinding or glazing shall be paid for by the employer.

(d) Blowers shall be paid for "uncut" work stored after reasonable time has been allowed for "cutting off".

GLASS BOTTLE SECTION.

1. UN-APPRENTICED MALE JUNIORS.

	Percentage of Basic Wage.	Wages per Week.	
		s.	d.
15 years of age .. .. .	35	82	3
16 years of age .. .. .	43	101	0
17 years of age .. .. .	55½	130	6
18 years of age .. .. .	70	164	6
19 years of age .. .. .	77	181	0
20 years of age .. .. .	93	218	6
and thereafter the minimum wage or piecework price.			

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

	Wages per Week.	
	£	s. d.
Furnacemen .. .. .	10	17 0
Salt cake burners .. .. .	10	17 0
Lehrmen .. .. .	10	11 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground .. .. .	10	11 6
Salt cake burners' assistants .. .. .	10	11 6
Packers packing in bags or straw .. .. .	10	10 6
Sorters .. .. .	10	10 6
Lister truck hands and assistants .. .. .	10	9 6
All others .. .. .	10	8 0

NOTES.

(1) Furnacemen or furnacemans' assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

(2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

(3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

(4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

3. Watchers, moppers-out, and attendants on automatic feeders and machines, shall be paid the following bonuses in addition to the minimum wage:—

Single Feeders—Operators—

- Up to 2-oz. weight (excepting 1-oz. essence and 1-oz. vials), 2d. per gross over 50 gross drawn per shift.
- Over 2-oz. to 4½-oz. weight, 2d. per gross over 40 gross drawn per shift.
- Over 4½-oz. to 8½-oz. weight, 2d. per gross over 30 gross drawn per shift.
- Over 8½-oz. to 12-oz. weight, 2d. per gross over 24 gross drawn per shift.
- Over 12-oz. to 16-oz. weight, 2d. per gross over 18 gross drawn per shift.
- Over 16-oz. to 28-oz. weight, 2d. per gross over 14 gross drawn per shift.
- Over 28-oz. to 32-oz. weight, 2d. per gross over 12 gross drawn per shift.
- 4-lb. and 5-lb. lolly jars (including aridors), 3d. per gross.
- 1-oz. essence and 1-oz. vials, 2d. per gross over 70 gross drawn per shift.

Agee Mason, Agee specials, Fowlers, and similar wide-mouth jars to pay the foregoing bonus, but numbers to be reduced by 2 gross on the above weights.

Moppers-out—

Operator mops out.

Attendants—

Where two attendants are on a single machine, one-quarter on and one-quarter off, they shall divide two-thirds of the operator's bonus.

*Note.*—"Attendants" mean "Taker-in" and when required, "Taker-out" and "Transferor."

Double Feeders—Operators—

- Up to 8½-oz. weight but including 10-oz. tomato sauce, 1½d. per gross over 20 gross drawn-off each machine per shift.
- Over 8½-oz. up to 16-oz. weight, 1½d. per gross over 16 gross drawn-off each machine per shift.
- Over 16-oz. up to 28-oz. weight, 1½d. per gross over 12 gross drawn-off each machine per shift.
- But quart beers, lagers, wines, and whiskies, 1½d. per gross over 20 gross drawn-off each machine per shift.

Three Feeders—Operators—

Quart beers, lagers, wines and whiskies, 1½d. per gross over 22 gross drawn-off each machine per shift.

Mopper-out—

Same as operator.

Attendants—

To divide equally three-quarters of operator's bonus.

*Note.*—"Attendants" mean "Taker-in" and when required, "Taker-out" and "Transferor."

The above bonuses shall remain in force for a period of twelve months at least and thereafter until an alteration is agreed upon by the employers and the employees.

There shall be three attendants employed to every two jobs on machines worked under automatic feeders.

RATES FOR STOPPER-PRESSERS.

4. Stopper-pressers shall be paid not less than the minimum wage, but when working piecework, the following rates are to be paid:—

- Pint sauce and flask stoppers, 4d. per gross per machine.
- Quart sauce and flask stoppers, 5d. per gross per machine.
- Winchester stoppers, up to 20 oz., 9d. per gross per machine.
- Winchester stoppers, over 20 oz., 1s. 6d. per gross per machine.

TIME LOST DURING SHIFT.

5. When skilled pieceworkers cease work during the currency of a shift of their own account and without the authority of their employers, the employers shall not be liable for any time lost by the attendants on such skilled workers who become idle through the action of such skilled workers.

OVERTIME.

6. (a) For all time worked in excess of the prescribed number of hours to be worked or outside the prescribed range or spread of hours to be worked, payment shall be made in respect of each day at the rate of time and a half for the first two hours, and of double time for the succeeding hours.

Work done in such excess or outside time is to be deemed to be overtime work within this clause.

For all overtime work required, the employer shall endeavour to obtain the additional labour so required. In the event of such labour not being available, all employees shall work such overtime as they are called upon to perform, provided that in respect of any such work whether done by the additional labour (referred to herein) or otherwise, if such employees consider that the working of such overtime was not reasonably necessary for the carrying on of the business, they may refer the question to the Secretary for Labour who shall decide the matter, and in the event of the Secretary for Labour deciding that the working of the overtime was not so necessary, the employees who worked it shall be paid therefor double the amount that would otherwise be payable.

(b) Furnacemen and furnacemen's assistants shall be paid for all time worked in excess of the prescribed daily hours at the rate of time and a half for the first two hours, and double time for any succeeding hours.

(c) For all overtime worked on Sundays or holidays by furnacemen and furnacemen's assistants they shall receive an additional payment at the rate of half-time over and above that provided for in sub-clause (b) hereof.

(d) Overtime shall not be paid where men work in excess of eight hours per day in effecting their change of shifts.

(e) For work performed during meal times, employees shall receive an extra rate of half-time whilst so employed.

(f) All adults, except shift-workers, shall receive a meal allowance of 1s. 6d. when working overtime of one hour or longer.

SUNDAYS AND HOLIDAYS.

7. (a) For all time worked on Sundays and specified holidays, payment shall be made at double rates, except so far as furnacemen and furnacemen's assistants are concerned.

(b) For all ordinary time worked by furnacemen and furnacemen's assistants on Sundays or specified holidays, they shall be paid at the rate of time and a half.

(c) When the employer requires any work to be done on a Sunday by employees whose ordinary working week does not comprise Sunday, if such employees consider that the doing of such work on the Sunday was not reasonably necessary for the carrying on of the business, they may refer the question to the Secretary for Labour, who shall decide the matter, and in the event of the Secretary for Labour deciding that the doing of the work on the Sunday was not so necessary, the employees who did it shall be paid therefor double the amount that would otherwise be payable.

PAYMENT DURING REPAIRS TO FURNACE.

8. In the event of a furnace going out for repairs, and of the furnacemen being employed at the repairing of same, they shall be paid their ordinary rates of pay for the first three weeks they are employed repairing, after which they may be employed as labourers and paid ordinary labourer's wages.

## ANNUAL LEAVE.

9. Furnacemen and furnacemen's assistants shall be allowed seven days' annual leave on full pay. When a furnacemen or furnacemen's assistant has been employed for six months or more, he shall be entitled to proportionate holidays.

## PROVISION OF FURNACEMEN'S ASSISTANTS.

10. Where necessary, furnacemen's assistants shall be provided for all furnacemen on gas furnaces, excluding automatic gas producers and direct fire furnaces.

## REPACKING GAS CHAMBERS.

11. Employees shall repack chambers while furnaces are under fire at any time when called on to perform this work, and they shall be paid 6s. per hour for all time engaged on such work. If the work is performed on any specified holiday, they shall be paid the above rates in addition to their ordinary pay. Overtime and mixed-function clauses do not apply.

## EMPLOYEES ENGAGED IN POT SETTING.

12. Employees engaged in pot setting shall be paid 1s. per hour in addition to their ordinary rates of pay whenever this class of work is performed, and shall perform same in any part of the week when called upon to do so.

## MIXED FUNCTIONS.

13. Where employment involves functions of a mixed character, and an employee is employed for sixteen hours in any one week on work for which a higher rate of pay is prescribed by this Determination than the rate prescribed for the work which he usually does, the minimum rate to be paid to such employee shall be calculated for the week as if he performed such only of the functions as are represented by the highest rate, but if employed for less than sixteen hours on such higher class of work he shall be paid the rates prescribed by this Determination for the work he actually does from time to time. This clause shall not apply to skilled glassworkers.

## WAGES OF CARTERS INSIDE WORKS.

14. When employees are engaged in driving single-horse vehicles inside the works, they shall receive the wages fixed by this Determination or the wages fixed by the Determination of the Carters and Drivers Board for carters and drivers generally for similar work, whichever is the higher.

## ENGAGEMENT AND TERMINATION OF EMPLOYMENT.

15. (a) Employees shall be engaged by the week and paid weekly, a week's notice to be given by employer or employee to terminate employment, or in lieu of such notice a week's wages to be paid except by mutual consent of both parties. Notice to be given not later than Monday at noon, the week to terminate at end of Friday's shift. In the event of a furnace going out for repairs at any time, skilled workers who are thereby thrown out of employment shall be entitled to receive one clear week's notice dispensing with their services; during the currency of such notice they may be required to do other work available on the premises, for which they shall be paid a wage not less than the basic wage. This clause shall apply to skilled glassworkers only.

(b) An employee desirous of terminating his service with the employer shall terminate such service only on Saturday of each week, and shall give his employer notice of his intention to terminate such service on or before 5 p.m. on the Monday prior to the date of termination of such service, or in lieu thereof, one week's pay shall be deducted from his pay by the employer. Any employer desirous of terminating the service of the employee, shall terminate his service only on Saturday, and he shall give the employee notice of his intention to terminate such service on or before 5 p.m. on the Monday prior to the termination of such service, or in lieu thereof, one week's pay shall be paid to the employee by the employer. Provided that in the event of a tank going out for repairs at any time, the machine hands thereby thrown out of work, shall receive one clear week's notice dispensing with their services as machine hands during the currency of which notice they may be required to do other work on the premises, or at the option of the employer, they may be paid one week's wages in lieu of such notice. Provided further that nothing in this clause shall apply to cases of termination of services of employees for misconduct or incompetence justifying their instant dismissal. This clause shall not apply to skilled glassworkers.

## LOSS OF TIME THROUGH SICKNESS.

16. (a) Any weekly employee not attending for duty shall lose his pay for the actual time lost. Provided, nevertheless, that if he produces or forwards within 24 hours of the commencement of the non-attendance evidence satisfactory to the employer or to the Secretary for Labour that his non-attendance was reasonable because of his own ill-health, due to any cause other than his own misconduct, he shall be entitled to the benefit of the next succeeding sub-clause hereof.

(b) In the case of any such employee who has been employed in a particular business not less than one calendar month, if his non-attendance is in manner aforesaid shown to be reasonable because of ill-health, he shall be entitled to payment of wages in respect of six, but not more than six, days in all of such non-attendance in each year of his employment in such business.

17. For the purpose of clause 16 (b) of this Determination, an employee, whose employment ceases because of a furnace going out of commission, and he resumes his employment within three days of the furnace restarting, shall be deemed to have been constantly employed in the interval between such cessation and restarting.

This clause shall not apply to skilled glassworkers.

## HOLIDAYS.

18. (a) All employees other than furnacemen and furnacemen's assistants shall be allowed the following holidays without any deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day.

(b) Where by reason of any of the said-named holidays falling on a Sunday, or by reason of any other cause, any other day is observed as a general holiday in lieu of any of the said-named holidays, then this clause shall be read as if such other day were included herein instead of the said-named holiday, but not so as to increase beyond eleven the number of holidays to be allowed by reason of this clause.

(c) In the case of shift work a holiday or holidays (as the case may be) shall not begin until the end of the last shift commenced on the day immediately preceding the holiday or holidays, and shall not end until the beginning of the first shift commenced on the day immediately succeeding the holiday or holidays.

(d) No employees shall be entitled to be paid for any holiday not worked if he fails otherwise than for reasonable cause to work during his usual working hours on the day or shift immediately preceding and on the day or shift immediately following such holiday.

(e) Where any person who has been employed by an employer for a period of three months or more immediately preceding the termination of the said person's services within the seven days immediately preceding any of the holidays named in sub-clause (a) hereof for any cause not being his own default or misconduct sufficient to justify the termination of the said person's services, such employee shall receive payment for the aforesaid holiday as if his employment had continued so as to include such holiday.

## TIME-BOOK.

19. Employers shall provide a time-book in each glass works. Such time-book shall be entered up in ink and shall contain a correct account of the hours worked and the wages received by each employee. Employees shall make all such records whether by time clock or otherwise as shall be reasonably necessary to enable employers to keep such correct records. The time occupied by employees in filling in any time-books or cards or in making any record shall be treated as time of duty, except that occupied in checking in or out at the beginning or end of duty, which checking shall be done in the employee's own time.

## INSPECTION OF TIME-BOOK.

20. (a) The Secretary, Assistant Secretary or Organizer of the Australian Glass Workers Union, duly authorized in writing under the seal of the said Union, shall have access to the record of times recorded by the employees and the wages paid for a period of two months prior to date of inspection, provided that such inspection shall be made during the office hours of the factory and not more than once in any fortnight. Authority shall be produced to the employer on demand.

(b) On each works reasonable facilities shall be afforded members and officers of the Union for the necessary work in connexion with the above, and the Union shall be permitted to post notices on a notice-board in the works in a reasonable manner.

## SHELTER SHEDS FOR FURNACEMEN AND OTHERS.

21. Shelter sheds shall be provided over gas-tank producers for shelter of furnacemen, and all other employees shall be protected from the weather during the course of their duties as far as practicable.

## FACILITIES FOR KEEPING CHANGE OF CLOTHING.

22. Employers shall supply suitable places for furnacemen, furnacemen's assistants and continuous night-workers to keep a change of clothing on the works, and shall provide adequate hot shower baths for the use of employees.

## PAYMENT OF WAGES.

23. Wages shall be paid on Friday night, but the employer may pay individuals on Saturday.

## RESPONSIBILITY FOR WARE AFTER IT HAS BEEN STORED.

24. Workmen cannot be held responsible for ware after it has been stored.

## COMPULSORY APPRENTICESHIP AND LIMITATION OF APPRENTICES.

25. Of the apprentices put down to the trade, 75 per cent. shall be apprenticed hand-blowing and 25 per cent. to the machines.

## INTOXICATING LIQUORS.

26. No intoxicating liquors shall be allowed on the premises without permission.

## HOURS.

27. A. (a) The maximum number of hours that shall constitute a week's work for the employees specified in clauses 1 and 2 shall be 44, to be worked in either 5 days or 6 days at the option of the employer.

(b) The hours for stopper pressers shall be the same as the hours for glassworkers.

(c) Transferers, takers-out, takers-in, mould-shutters, and snappers-up shall commence work 15 minutes earlier than the glass-workers in order to prepare the shops for work.

(d) The hours of watchers and all labour employed around the Hartford-Fairmont feeders and any other glass-producing machines shall be worked in shifts as follows:—

(1) Morning shift from 7 a.m. to 3 p.m. Monday to Friday inclusive, and from 7 a.m. to 12 noon on Saturday (45 hours per week).

(2) Afternoon shift from 3 p.m. to 11 p.m. Monday to Friday inclusive (40 hours per week).

(3) Night shift from 11 p.m. to 7 a.m. Monday to Friday inclusive (40 hours per week).

Provided that persons employed around the Hartford-Fairmont feeders or any other glass-producing machines may be required to start work at 6 a.m., but not before 6 a.m., on Mondays and the day following a holiday to get feeders and machines in going order so that other employees may start work and the production commence at the ordinary starting time subject to the condition that all time worked by such persons between 6 a.m. and 7 a.m. shall be paid for at the overtime rate of time and a half.

(e) If artificial light adequate for the work be furnished, sorters and truckers attendant upon sorters may be employed in shifts throughout the day and night from 8 a.m. on Mondays to noon on Saturdays.

If the adequacy of such artificial light be questioned, work shall not be discontinued, but the matter shall be referred to the Secretary for Labour.

(f) The ordinary hours of work (exclusive of meal times) on such shifts shall be, but shall not exceed, 44 per week on any shift.

(g) The workers on any such shift not wholly worked between 8 a.m. and 6 p.m. shall be entitled to receive extra payment at the rate of 5 per cent.

(h) Sorters may be employed on other work during the working hours of their shift, but shall be paid not less than they would be entitled to if engaged on sorting throughout the shift.

(i) Such shifts shall rotate each week.

B. (u) The ordinary hours of duty of furnacemen and furnacemen's assistants shall not exceed an average of 44 hours per week to be worked in shifts not exceeding eight hours each, including crib time reckoned as part of working time, such shifts to be distributed as the employer chooses but so as to make an aggregate shift-time on duty not exceeding 176 hours in each period of four weeks. All time worked in excess of eight hours on any day shall be deemed overtime except so far as the excess is owing to arrangements between the employees themselves, or is necessary for effecting periodical rotation of shifts. Shifts shall rotate among furnacemen and furnacemen's assistants.

(b) Where fillers-on are used, they shall work the same hours and receive the same wages and conditions as furnacemen, but must qualify so as to be able to take charge of producers in cases of emergency.

C. Notwithstanding anything in this Determination, batchmixers, and/or glasscrushers, and/or salt cake furnacemen and attendants, and/or sand-washing machine attendants, and/or bottle-washing machine attendants and loaders for delivery purposes may, if an employer so choose, be worked in shifts as follows:—

- (1) Morning Shift—from 7 a.m. to 3 p.m. Monday to Friday inclusive, and from 7 a.m. to noon on Saturday (45 hours per week).
- (2) Afternoon Shift—from 3 p.m. to 11 p.m. Monday to Friday inclusive (40 hours per week).
- (3) Night Shift—from 11 p.m. to 7 a.m. Monday to Friday inclusive (40 hours per week).
- (4) Such shifts shall rotate each week.
- (5) The workers on the afternoon shift and night shift shall receive extra payment at the rate of 5 per cent.

D. The ordinary hours of work for skilled glassworkers and their assistants shall be as follows:—

- (1) Morning Shift—from 7.30 a.m. to 5.15 p.m. with an interval for a meal.
- (2) Night Shift—from 7.40 p.m. to 5 a.m. with an interval for a meal.

Provided that employers may at times when the prospects or demands of business justify, put on a third shift to complete 24 hours' work per day for a period of not less than six months, in which case the hours will be:—

- (1) First Shift—from 7 a.m. to 3 p.m. Monday to Friday inclusive.
- (2) Second Shift—from 3 p.m. to 11 p.m. Monday to Friday inclusive.
- (3) Third Shift—from 11 p.m. to 7 a.m. Monday to Friday inclusive.

#### SKILLED GLASSWORKERS—BOTTLE SECTION—PIECEWORK.

##### INSPECTION OF BOTTLES.

28. All bottles put out shall be inspected by a factory committee, if necessary, on behalf of the men, who shall decide with the manager of the works as to what rate such bottles shall be paid, or whether broken down. The bottles to be sorted within 24 hours after coming through thelehr, excepting when prevented by holiday or exceptional circumstances.

##### BAD METAL.

29. (a) When in the opinion of workmen metal is bad, they shall report same to the man in charge, and is allowed to be worked, they shall be paid for at full rates.
- (b) All bottles melted or not properly annealed to be paid for at full rates.

##### FLOWN MARBLES.

30. Workmen to be paid for all over one dozen per day.

##### SINGLE-HANDED WORK.

31. Workmen shall work single-handed when their hole is short, when practicable; but in such case, suitable moulds shall be provided, and the following rates paid:—

- (a) *Block and Plate System*.—When a finisher, blower, or gatherer is off one dozen to count two dozen.
- (b) *Stem System*.—When a finisher, blower, or boy is off one dozen to count two dozen.

##### JOURNEYMEN PREVENTED FROM EARNING FULL DAY'S WAGE.

32. (a) When a journeyman is taken away from a full hole, he shall be paid up to the average of his own hole for the previous week, or what he earns in the hole in which he works. He shall have the option, but must declare.

(b) When any journeyman is put on day-work, he shall be paid not less than Twenty shillings (20s.) per day.

(c) When a journeyman is shifted on account of his hole being short he shall be paid what he earns in the hole where he blows or finishes.

(d) Where a journeyman ready and willing to work for a whole shift is prevented by (a) excessive heat of metal, (b) oily fumes, or (c) improper moulds from earning at piecework 20s. for the shift he shall be entitled to payment of at least 20s. in respect of the shift's work.

##### SUITABLE PIPES.

33. (a) *BLOCK AND PLATE SYSTEM*.—Each hole shall be supplied with six suitable pipes.
- (b) *STEM SYSTEM*.—Hole shall be supplied with three pipes of different sizes for each blower.

##### HOLIDAYS.

34. The holidays to be observed shall be the same as those provided in the Determination relating to the unskilled section of the industry.

##### CONSTITUTION OF HOLES.

35. (a) *BLOCK AND PLATE SYSTEM*.—Hole means finisher, two gatherers and blowers, or gatherer and blower, snapper-up, and taker-in.

(b) *STEM SYSTEM*.—Hole means finisher, two gatherers and blowers, or gatherer and blower, mould shutter, snapper-up, and taker-in.

##### MOULDS, PUNTIES, AND TOOLS.

36. (a) Suitable moulds shall be brought to each hole and put on stands, with handles fixed on stem moulds and suitable tools and punties provided for same; every care of moulds and other tools of trade to be taken by the men who shall use their power to prevent loss and ill-usage of same.

(b) When two or more moulds are working in a hole at different prices, the highest rate is to be paid.

##### WEIGHTS OF BOTTLES.

37. (a) Block and plate workmen shall be given the weights with the following allowances:—

- Up to 10-oz. fluid contents—1-oz. weight to be allowed each way.
- Over 10-oz. fluid contents up to and including reputed quarts—1½-oz. weight each way.

(b) *STEM WORK*.—Up to and including 4-oz. weight—½-oz. weight each way.

- Over 4-oz. weight and up to and including 8-oz. weight—¾-oz. weight each way.
- Over 8-oz. weight and up to and including 12-oz. weight—¾-oz. weight each way.
- Over 12-oz. weight and up to and including 20-oz. weight—1¼-oz. weight each way.

*Note*.—When stem bottles are blown on block and plate, workmen only allowed stem weight allowances.

SKIMMING METAL.

38. Workmen shall skim the metal when required to do so by the man in charge and shall be paid 2s. 6d. per hour.

LOST TIME.

39. In the event of men being temporarily prevented from carrying on their usual work through no fault of their own, the management, after the expiration of half an hour shall inform the men concerned whether or not they will be able to resume that day. Should the men be notified that they will resume, they shall be paid at the rate of 2s. 6d. per hour for all time lost.

If a piecework journeyman reports for duty at the commencement of a shift, and his usual work is not available for him through circumstances for which he is not responsible and of which he was not notified the previous day, he shall be allowed three hours' pay at the rate of 2s. 6d. per hour for the time lost.

ALLOWANCE PAYABLE TO SKILLED GLASSWORKERS.

40. (a) The piecework rates for skilled glassworkers provided in the Schedule to this Determination shall remain in force for the period of this Determination. In addition to the men's earnings on piecework list, all skilled glassworkers shall be paid a daily allowance at the rate of 11s. per week for every day worked or every specified holiday as from the date of this Determination.

(b) The said allowance shall remain in force for a period of twelve months, at the expiration of which either party may ask for a revision of same.

FIXATION OF PRICES FOR NEW BOTTLES OR BOTTLES NOT INCLUDED IN SCHEDULE OF PRICES.

41. Any employer may fix and pay piecework prices for bottles not already provided for in the schedule of piecework prices set out in this Determination, and shall base such piecework prices on the earnings of an average worker working under like conditions to those for which the piecework prices are fixed. Every such employer shall, if required so to do, forward a statement to the Secretary for Labour of such piecework prices.

MACHINE CONDITIONS.

- 42. (a) All shops shall be considered started when filling moulds.
- (b) Employers shall furnish all necessary facilities. Auxiliary help shall be considered part of the facilities. Regular boys must not be taken from one machine and placed on another without notifying men on machines.
- (c) Employers shall supply sufficient wind and jets to enable machines and machinists to work at their greatest efficiency. Upon all new air lines, cut-off slides to be fitted at the most convenient place.
- (d) Employers shall supply all necessary tools. Puntios must be made of wooden handles with clay heads. Clay heads to be made in various sizes, suitable for all jobs; the workman to have the privilege of making his own puntio heads or using his own tools of trade.
- (e) There shall be competent sorters to sort all work. Rejected work to be set aside for inspection on request of the men affected.
- (f) Competent fitters shall be supplied to repair all machines.
- (g) At no time shall the workmen be compelled to work on a furnace when the metal is unreasonably low; the factory committee to determine with the man in charge whether or not such furnace is in proper working order.
- (h) Employers shall supply gloves free of cost to workmen, provided the old ones are handed in in return, failing which the workmen shall pay cost price for gloves supplied.
- (i) Employers shall supply at least one complete locker for each hole.
- (j) Workmen shall not be paid for split and crizzled rings unless the number exceeds two dozen per day. If the number exceeds that amount they shall be paid for one-half.
- (k) Workmen shall be paid at the rate of not less than twenty shillings (20s.) for any day upon which their earnings working on piecework do not equal that amount.

SHORT HOLES.

43. When men are ordered to leave their holes on account of their holes being short, they shall do so. This shall not apply to boys being off.

PAYMENT FOR CRIZZLED BOTTLES.

44. All hand-blown crizzled bottles shall be paid for at full rates when men are allowed to work moulds by man in charge after having reported same.

NOTIFICATION OF INTENTION TO START LATE OR CEASE EARLY.

- 45. (a) In the event of employees being unable to present themselves for work at starting time, they shall notify the foreman in ample time, if possible, to permit timely arrangement being made to prevent loss of time in the shop.
- (b) No employee shall cease work before the proper time without first notifying the foreman of the cause.
- (c) In the event of any shop desiring to retain the services of the pull-off in a block and plate hole, they may make arrangements with the officials of the Australian Glassworkers Union to interview the management of the firm to have a pull-off placed in the hole, in which event the price to be paid the men must not exceed 6d. less than the price list per gross per hole, but in no case shall the price be less than the price fixed for stem work.

BASIC WAGE.

46. (a) The wages rates set out in clause 2 of the Glass Bottle Section and for adult males in clause 3 of the Flint Glass Section are based upon the following basic wage.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 11 15 0	Melbourne

(b) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(c) The wages of apprentices, improvers, and un-apprenticed male juniors shall be the appropriate percentages as set out, such wages shall be calculated to the nearest 3d., half or less than half of 3d. to be disregarded.



SCHEDULE OF PIECEWORK RATES.

BLOCK AND PLATE WORK.				Wine and Spirit Bottles—Pale Metal—continued.		
Aerated Water Bottles.		Per gross.			Per gross.	
		s. d.			s. d.	
22-oz., 24-oz., and 26-oz. Codd's	.. .. .	8 1½	Reputed pint, dump shape whisky (Sanderson's)	.. .. .	5 9	
18-oz. Codd's	.. .. .	7 10½	Reputed pint, brandy	.. .. .	5 3	
14-oz. Codd's	.. .. .	7 7½	Reputed pint, schnapps	.. .. .	6 0	
12-oz. Codd's	.. .. .	7 4½	Reputed pint, hock	.. .. .	5 6	
10-oz. Codd's	.. .. .	7 1½	Reputed pint, Walker's square whisky	.. .. .	5 6	
5-oz. and 6-oz. Codd's	.. .. .	6 4½	10-oz. gin	.. .. .	5 0	
10-oz. Lamonts	.. .. .	7 1½	20-oz. J.D.K.Z. gin	.. .. .	6 1½	
5-oz. and 6-oz. Lamonts	.. .. .	6 4½	32-oz. J.D.K.Z. gin	.. .. .	8 1½	
24-oz. to 26-oz. screw mouths	.. .. .	7 9	40-oz. J.D.K.Z. gin	.. .. .	9 3	
10-oz. and 12-oz. screw mouths	.. .. .	6 0	52-oz. J.D.K.Z. gin	.. .. .	12 6	
5-oz. and 6-oz. screw mouths	.. .. .	5 1½	24-oz. Boll's gin	.. .. .	7 1½	
40-oz. lithia, spa, or soda	.. .. .	8 1½	20-oz. hop bitters	.. .. .	6 1½	
20-oz. lithia, spa, or soda	.. .. .	7 0	13-oz. Cooper and Nathan's whisky	.. .. .	5 6	
14-oz. lithia, spa, or soda	.. .. .	6 0	20-oz. panel sarsaparilla	.. .. .	7 6	
12-oz. lithia, spa, or soda	.. .. .	5 7½	1st. All reputed quarts in black metal to be paid 7s. 9d. per gross.			
10-oz. lithia, spa, or soda	.. .. .	5 7½	2nd. Reputed pints in black metal, 6s. per gross.			
Wolstenholme ginger beer	.. .. .	5 3	3rd. Reputed pints when made on stem, 3d. per gross less than the list.			
Lane's and other beer shapes	.. .. .	7 1½				
Squash and Punch Bottles.		Per gross.		Rock Jars.	Per gross.	
		s. d.			s. d.	
Alexander and Patterson's lemon squash and all 26-oz. squash, punch, and cordials	.. .. .	7 1½	8-lb. wide mouths	.. .. .	42 3	
26-oz. Elliotts' cordials	.. .. .	8 6	6-lb. wide mouths	.. .. .	35 3	
Dyson's 20-oz. cordial	.. .. .	6 1½	4-lb. wide mouths	.. .. .	25 3	
Schwepes' 20-oz.	.. .. .	6 1½	4-lb. narrow mouths	.. .. .	13 1½	
Schwepes' 13½-oz. brandy	.. .. .	5 6				
Brookes' 12-oz. lemon squash	.. .. .	5 0	Winchesters.	Per gross.		
Dixon's 10-oz. O.T.	.. .. .	5 0		s. d.		
Sauce and Pickle Bottles.		Per gross.		20-oz. Winchesters	.. .. .	6 6
		s. d.		25-oz. Winchesters	.. .. .	7 0
Square pickle pint	.. .. .	5 6		32-oz. Winchesters	.. .. .	7 7½
Concave pickle pint	.. .. .	5 6		40-oz. Winchesters	.. .. .	8 1½
Round pickle pint	.. .. .	5 3		50-oz. Winchesters	.. .. .	10 1½
Konig's military pickle	.. .. .	8 7½		60-oz. Winchesters	.. .. .	11 1½
Mitchell's hexagon 16-oz. pickle	.. .. .	6 7½		66-oz. Winchesters	.. .. .	12 1½
Military pickle, stoppered	.. .. .	6 7½		80-oz. Winchesters	.. .. .	19 7½
Garfield pickle, stoppered	.. .. .	6 7½		90-oz. Winchesters	.. .. .	20 1½
Madras pickle	.. .. .	5 0		100-oz. Winchesters	.. .. .	21 4½
10-oz. round pickle	.. .. .	4 6		120-oz. Winchesters	.. .. .	25 4½
10-oz. square pickle	.. .. .	4 9		160-oz. round O.T.	.. .. .	42 3
10-oz. military pickle	.. .. .	5 0		180-oz. round F.G. and Co. and gallon rounds	.. .. .	42 3
10-oz. hexagon pickle	.. .. .	4 9		Wide-Mouth Jars.	Per gross.	
26-oz. tomato sauce	.. .. .	6 9			s. d.	
20-oz. tomato sauce	.. .. .	6 1½		3-lb. salt jar (P.S.)	.. .. .	7 1½
26-oz. chutney	.. .. .	6 9		2-lb. salt jar (P.S.)	.. .. .	6 7½
20-oz. chutney	.. .. .	6 1½		2-lb. fluted jar	.. .. .	6 7½
26-oz. Lackersteen's chutney	.. .. .	6 9		2-lb. finished jar	.. .. .	5 10½
12-oz. chutney	.. .. .	5 3		2-lb. tie-over lip jar	.. .. .	6 1½
French chutney	.. .. .	5 3		1½-lb. fluted jar	.. .. .	5 4½
Indian condiment	.. .. .	5 0		1½-lb. finished jar	.. .. .	5 4½
Pint tomato sauce	.. .. .	5 0		1-lb. finished jar	.. .. .	4 9
20-oz. Worcestershire sauce	.. .. .	6 4½		1-lb. tie-over lip jar	.. .. .	5 6
Wine and Spirit Bottles—Pale Metal.		Per gross.		Miscellaneous Bottles	Per gross.	
		s. d.			s. d.	
Reputed quart (Burke's)	.. .. .	7 1½	Milk quarts	.. .. .	8 7½	
Reputed quart (Sutherland's)	.. .. .	6 7½	Milk pints	.. .. .	7 1½	
Reputed pints, round or oval	.. .. .	5 3	Milk, ½-pints	.. .. .	5 6	
Imperial oval quarts	.. .. .	8 1½	New South Wales milk quart	.. .. .	8 7½	
Imperial oval pints	.. .. .	5 9	New South Wales milk pint	.. .. .	7 1½	
Imperial round quarts	.. .. .	8 1½	Caulfield milk	.. .. .	6 7½	
Walker's square whisky	.. .. .	7 1½	1½-pint milk	.. .. .	7 10½	
Haig and Haig whisky	.. .. .	7 7½	Microbe killer	.. .. .	7 3	
Watson's No. 10 whisky (and similar shapes)	.. .. .	7 1½	Strathman's drops	.. .. .	7 1½	
Reputed quart schnapps	.. .. .	7 1½	Carbolacene	.. .. .	5 0	
Reputed quart, Ainslie's whisky	.. .. .	8 6	Carbolacene (new shape) C.C. finish	.. .. .	5 3	
Reputed quart, brandy	.. .. .	7 1½	Parry's reputed quart vinegar	.. .. .	7 1½	
Reputed quart, hock	.. .. .	7 1½	Long reputed quart vinegar	.. .. .	7 1½	
Reputed quart, barrel	.. .. .	8 1½	20-oz. vinegar	.. .. .	6 7½	
Half-gallon, barrel	.. .. .	15 3	Brunswick Black finished	.. .. .	5 6	
Reputed quart, sarsaparilla	.. .. .	7 1½	Battery jar, No. 1	.. .. .	4 0	
Reputed quart, Creme-de-Menthe	.. .. .	8 7½	Battery jar, No. 2	.. .. .	6 1½	
Reputed quart, Dom whisky	.. .. .	8 6	Battery jar, leclanche cells	.. .. .	5 7½	
Reputed quart, Watch whisky	.. .. .	8 6	Long reputed quart olive oil	.. .. .	7 1½	
Reputed quart, McLatchie and Frog's whisky	.. .. .	8 6	20-oz. Tremain's olive oil	.. .. .	6 9	
Reputed quart, Brown's dump whisky	.. .. .	8 6	16-oz. carlsbad salt	.. .. .	6 4½	
Reputed quart, Fesq and Easson's whisky	.. .. .	8 6	16-oz. Tremain's carlsbad salt	.. .. .	6 0	
Reputed quart, hip flask	.. .. .	8 6	32-oz. kresolvo	.. .. .	8 7½	
Reputed quart, Munroe's whisky	.. .. .	8 0	40-oz. lotol	.. .. .	2 1½	
Reputed quart, King's liqueur	.. .. .	8 0	C'nical quarts	.. .. .	7 1½	
Reputed quart, Lounde's dump whisky	.. .. .	7 1½	18-oz. oval essence	.. .. .	6 7½	
Reputed quart, Woods's dump whisky	.. .. .	8 0	22-oz. ammonia	.. .. .	8 6	
Reputed quart, Resch dump whisky	.. .. .	8 0	24-oz. Kodak	.. .. .	9 3	
Reputed quart, White and Makie's dump whisky	.. .. .	8 0	32-oz. Kodak	.. .. .	10 3	
Reputed quart, Radstock bitters	.. .. .	8 0	24-oz. Parke & Davis (W. M.)	.. .. .	9 6	
Reputed pint, dump shape whisky	.. .. .	5 6				

SCHEDULE OF PIECEWORK RATES—continued.

Miscellaneous Bottles—continued.

18-oz. Denham's round and oval S.W.M.	..	..	6	7½
13½-oz. vase-shape bath salts	..	..	6	6
8-oz. Denham cream	..	..	4	9
16-oz. varnish	..	..	5	0
16-oz. Stearn's diamond shape	..	..	7	9
19-oz. essence Lawrence	..	..	7	6
14-oz. Eau-de-cologne	..	..	5	3

STEM WORK.

Dispensing Bottles.

	Per gross.	When made. Block and Plate.	
		Per gross.	s. d.
Up to 2-oz. contents inclusive	..	3	0
3-oz. contents	..	3	3
4-oz. contents	..	3	6
5-oz. contents	..	3	7½
6-oz. to 8-oz. contents	..	4	0
8-oz. Medical Oval, 12-oz. weight	..	4	9
8-oz. Stearn's diamond shape	..	4	3
10-oz. contents	..	4	9
12-oz. contents	..	5	0
14-oz. contents	..	5	6
16-oz. contents	..	5	9
18-oz. contents	..	5	9
20-oz. contents	..	5	9
24-oz. contents	..	5	9
32-oz. contents	..	5	9
4-oz. Chelts. (to hold 3½ oz.)	..	3	7½
2-dram serum	..	3	3
4-dram serum	..	3	3
1-oz. French squares (1½-oz. to 2-oz. weight)	..	3	3

NOTE.—Mexican flats, French rounds and squares, Manhattans, Philadelphia, and Baltimore ovals, poisons, Chelts, F. G. and Co. tinctures, peroxides, Faulding's rounds, Winchesters up to 18-oz., and all pills to come under this list.

Panelled Bottles.

	Per gross.	When made. Block and Plate.	
		Per gross.	s. d.
Up to 1-oz. contents not exceeding 2½-oz. weight	..	3	0
Over 1-oz. contents up to 2-oz. contents not exceeding 5½-oz. weight	..	3	0
Over 2-oz. contents up to 3-oz. contents not exceeding 6½ oz. weight	..	3	3
Over 3-oz. contents up to 4-oz. contents not exceeding 6½-oz. weight	..	3	6
Over 4-oz. contents up to 5-oz. contents not exceeding 8-oz. weight	..	3	7½
Over 5-oz. contents up to 6-oz. contents not exceeding 8½-oz. weight	..	4	0
Over 6-oz. contents up to 8-oz. contents not exceeding 10½-oz. weight	..	4	9
Over 8-oz. contents up to 10-oz. contents not exceeding 12-oz. contents	..	5	6
Over 10-oz. contents up to 12-oz. contents not exceeding 14-oz. weight	..	6	6
Over 12-oz. contents up to 14-oz. contents not exceeding 16-oz. weight	..	7	0
Over 14-oz. contents up to 16-oz. contents not exceeding 18-oz. weight	..	7	6
Over 16-oz. contents up to 20-oz. contents not exceeding 22-oz. weight	..	9	0
1-oz. Bonnington (3½-oz. weight)	..	3	3
Balte, 4-oz., 3 panel	..	3	9
Taylor and Coll's, 3-oz., 3 panel	..	3	7½
Marshall's, 6-oz., 4 panel olive oil	..	4	9
Wright's, 3½-oz., 4 panel	..	4	3
Taylor and Coll's, 4-oz.	..	4	0
Chestease, 2½-oz.	..	3	6
Hypol	..	5	6
Docker's hat	..	3	9
Kugleman's, 32-oz.; panel	..	12	0
3½-oz. Wright's rheumatic cure, 8½-oz. to 9½-oz. weight	..	4	6

NOTE.—1st. All panelled bottles to come under this list unless otherwise specified.  
2nd. The weights specified are top weights.  
3rd. When made heavier than ordinary weights the next highest rate to be paid.

Pioneer Bottles.

Up to 2-oz., Harper's	..	..	3	0
5-oz., Harper's	..	..	3	6
10-oz., Harper's	..	..	4	9

Ink Bottles.

	Per gross.	When made. Block and Plate.	
		Per gross.	s. d.
Up to 2-oz., finished	..	3	6
Over 2-oz. to 4-oz. finished	..	3	9
5-oz. to 8-oz.	..	4	0
5-oz. Last Drop ink	..	4	10½
10-oz., finished	..	4	3
12-oz.	..	4	6
16-oz., finished	..	5	0
20-oz., finished	..	5	9
24-oz., finished	..	6	9
32-oz., finished	..	7	9
32-oz. clag	..	7	9

1st. All other finished inks to come under this list.  
2nd. All lipped inks 3d. per gross extra.

Olive Salad and Castor Oils.

	Per gross.	When made. Block and Plate.		
		Per gross.	s. d.	
Up to 2½-oz. castor oil	..	3	6	
Over 2½-oz. to 6-oz. castor oil	..	3	10½	
Over 6-oz. to 10-oz. castor oil	..	4	9	
2-oz. olive oil, A. B. Rundle	..	3	6	
3-oz. olive oil, A. B. Rundle	..	3	9	
5-oz. olive oil	..	4	0	
10-oz. olive oil	..	4	9	
5-oz. fluted olive oil	..	3	10½	
10-oz. fluted olive oil	..	5	0	
5-oz. Couch and Caulder's olive oil	..	4	6	
10-oz. Couch and Caulder's olive oil	..	5	0	
Lewis and Whitty's ½-oz. olive oil	..	3	9	
Lewis and Whitty's 7-oz. olive oil	..	4	0	
Up to 2½-oz. Tremain's olive oil	..	3	6	
Over 2½-oz. up to 4-oz. olive oil	..	4	0	
5-oz. olive oil	..	4	3	
8-oz. olive oil	..	4	6	
10-oz. olive oil	..	4	9	
13-oz. olive oil	..	—	5	3

Patent lip, 3d. per gross extra.

Inks, Cements, Gums, and Gloys Burst-off.

	Per gross.
1-oz. B.O.	.. 2 0
1½-oz. B.O.	.. 2 1½
2-oz. B.O.	.. 2 3
Over 2-oz. to 4-oz.	.. 2 6

Gloy Shape.

	Per gross.
2½-oz. round gum	.. 3 9
5-oz. gloy finished	.. 4 0
10-oz. gloy finished	.. 4 6
5-oz. golden gum	.. 4 6
10-oz. round paste	.. 4 3

Flasks.

	Per gross.	When made. Block and Plate.	
		Per gross.	s. d.
2½-oz. flasks	..	3	9
3-oz. Weller and Bostock's	..	4	0
2½-oz. Haig and Haig's flasks	..	4	0
5-oz. to 6½-oz. flasks	..	4	3
8-oz. flasks	..	5	0
10-oz. to 13½-oz. flasks	..	5	3
5-oz. and 6-oz. Walker's square	..	4	6
5-oz. and 6-oz. Walker's squat	..	4	3
13-oz. Haig and Haig's	..	5	9
2½-oz. Ainslie's	..	4	0
5-oz. Ainslie's	..	4	9
10-oz. Ainslie's	..	5	9
2½-oz. Orme Kegwin miniature whisky	..	3	9
2½-oz. and 3-oz. Toohy's min., hex. shape	..	4	3

(Watch shape flasks 6d. per gross above the ordinary flask price.)

SCHEDULE OF PIECEWORK RATES—continued.

Lavender and Brilliantine Bottles.			Miscellaneous—continued.		
	Per gross.			Per gross.	When made.
	s. d.			s. d.	Block and Plate.
					Per gross.
					s. d.
1-oz. Faulding's or Queen Lavender	3 0			5-oz. Creme-de-Menthe	4 6
2-oz. Faulding's or Queen Lavender	3 0			2½-oz. King's liqueur	3 6
2½-oz. Faulding's or Queen Lavender	3 3			4-oz. Brooke's squash	3 9
3-oz. Faulding's or Queen Lavender	3 3			4-oz. gloss or negroline	3 6
1-oz., Pearce or Lubine	3 0			4-oz. lacquer	3 9
2-oz., Pearce or Lubine	3 0			4-oz. curry	3 6
2½-oz. B. B.	3 3			4-oz. whisky square	4 0
4-oz. Australian	3 6			4-oz. whisky round	3 6
4½-oz. Australian	4 0			4-oz. Stearn's (1001)	4 0
5-oz. Rodger Freres	4 0			5-oz. schnapps or tapered gin	4 3
4½-oz. Turnley's	4 3			4-oz. square gin	4 0
4½-oz. dump brilliantine	4 3			6-oz. fish sauce	4 0
4-oz. Simpson's, 6-oz. to 6½-oz. weight	4 3			Eucalyptus oil, Bosisto's shape not over 3½-oz. weight	3 0
5-oz. Warton's	4 6			2-oz. eucalyptus oil, Bosisto's shape not over 3½-oz. weight (heavy)	3 6
6-oz. Apos	4 6			5-oz. caper sauce	3 9
6-oz. Rimmell's stoppered	4 9			Chateau Tanunda miniature brandy	3 0
8-oz. Florida Water	4 3			Power's miniature brandy	3 3
1-oz. brilliantine	3 3			Possums miniature brandy	3 3
2-oz. brilliantine	3 3			6½-oz. Watson's or similar shape whisky	4 6
3-oz. brilliantine	3 6			6½-oz. port wine	4 6
3½-oz. brilliantine	3 9			4-oz. effer. fruit salts	3 9
4-oz. brilliantine	3 9			8-oz. effer. fruit salts	4 6
3-oz. Downer's shape	3 10½			4-oz. saline cream	3 6
1½-oz. Downer's shape	3 3			8-oz. saline cream	4 3
				4-oz. bay rum	3 6
				6-oz. bay rum	4 0
				8-oz. bay rum	4 3
				6-oz. blacking	3 9
				6-oz. oyster	3 9
				5-oz. and 6-oz. lithias, spa or soda	4 9
				5-oz. Worcestershire sauce	4 0
				10-oz. Worcestershire sauce	4 6
				6-oz. chutney	4 0
				Half-pint chutney	4 9
				6-oz. glycerine stoppered	5 3
				6-oz. one panel curry	3 9
				6-oz. graded milk	3 9
				6-oz. bell-shape milks	4 3
				5-oz. certified cream	4 3
				10-oz. certified cream	4 9
				6-oz. fountain soda, decanter shape	5 3
				10-oz. fountain soda, decanter shape	7 0
				6-oz. curry	3 9
				8-oz. bath sale (W.M.) F.H.F.	5 0
				6-oz. serscol	4 0
				6-oz. citrate magnesia	3 9
				12-oz. citrate magnesia	4 9
				14-oz. citrate magnesia	5 0
				13-oz. maize products	4 9
				6-oz. carlsbad salts	3 9
				12-oz. carlsbad salts	4 9
				4-oz. coffee or rum	3 9
				8-oz. coffee or rum	4 6
				8-oz. benzine	4 3
				7-oz. soda sulphur	4 3
				7-oz. olive	4 6
				4-oz. kresolve or lysol	3 9
				8-oz. kresolve or lysol	4 6
				17-oz. kresolve or lysol	5 9
				4-oz. Eau-de-cologne, Yardley's shape	4 0
				6½-oz. Eau-de-cologne, concave shape	4 9
				13-oz. Eau-de-cologne, concave shape	5 9
				9-oz. Eau-de-cologne, concave shape	4 9
				7-oz. Konig pickle	4 0
				7-oz. Johnston's pickle	4 0
				8-oz. Moller C.L.O.	4 3
				16-oz. Moller C.L.O.	4 9
				10-oz. magnesia	4 6
				20-oz. magnesia	5 9
				16-oz. ammonia	5 9
				12-oz. maltine	4 9
				16-oz. malt	5 3
				10-oz. Rowe's embrocation	5 0
				4-oz. Parisian essence	3 6
				3½-oz. fancy hair oil	3 9
				Fowler's Parisian essence, L.R.	3 6
				Fowler's Parisian essence, H.R.	3 9
				Hall's balsam	3 6
				Baby claret	3 9
				Pain conquerer	3 9
				Miniature schnapps	3 6
				Satinettes	4 6
				Mitchell's long olive	5 0
				½-lb. drops, W.M.P.L.	4 9
				1-lb. drops, W.M.P.L.	5 9
				Crethead's mixture	5 0
				Gmet essence	4 6

Phenyle Bottles.

	Per gross.	When made.
	s. d.	Block and Plate.
		Per gross.
		s. d.
5-oz. phenyle	4 0	4 6
10-oz. phenyle	4 3	6 1½
16-oz. phenyle	5 10½	6 1½
20-oz. phenyle	6 9	7 0

Coloured List.

	Per gross.	When made.
	s. d.	Block and Plate.
		Per gross.
		s. d.
1-oz. manilla	3 0	
1-oz. smelling salts	3 3	
2-oz. smelling salts	3 3	
1-oz. bonox, beefine, or cupex	3 6	
2-oz. bonox, beefine, or cupex	3 6	
4-oz. bonox, beefine, or cupex	4 0	
8-oz. bonox, beefine, or cupex	4 3	
16-oz. bonox, beefine, or cupex	5 9	
1-oz. coconut oil or vaseline	3 6	
2-oz. coconut oil or vaseline	3 6	
3-oz. coconut oil or vaseline	3 6	
4-oz. coconut oil or vaseline	3 9	
2-oz. nasal balm	3 3	
2½-oz. miniature brandy	3 3	
2½-oz. miniature whisky	3 3	
2½-oz. Eau-de-cologne (C.S.)	3 3	
1-oz. Eau-de-cologne (L.T.)	4 0	
2½-oz. Eau-de-cologne (L.T.)	4 3	
4-oz. Eau-de-cologne (L.T.)	4 6	
4-oz. herb bitters	3 6	
8-oz. herb bitters	4 3	
6-oz. and 6-oz. pioneer	3 9	
4-oz. Warner's safe cure	3 9	
8-oz. Warner's safe cure	4 0	4 3
16-oz. Warner's safe cure	6 0	6 3
8-oz. Clement's tonic	4 0	4 6
16-oz. Clement's tonic	5 9	6 0
8-oz. peptonoid	5 3	5 6
14-oz. hexagon P.O.P.	5 3	5 6
Cuming Smith's formalin	5 0	5 6
5-oz. magnesia, R.T. and Co.	4 0	4 6
16-oz. Stearn's	5 9	6 0
20-oz. bath salts	6 0	6 3
16-oz. Stearn's tonic wine	5 9	5 9
Half-pint claret	4 0	4 6

Miscellaneous.

	Per gross.
	s. d.
1-oz. light essence	3 0
2-oz. light essence	3 0
1-oz. sauce finished	3 0
1-oz. Lundberg	3 0
2-oz. Lundberg	3 0
2-oz. Lichtener's heavy round	3 6
3-oz. and 4-oz. Lichtener's heavy round	4 0
Up to 3-oz. rat poison	3 6
2½-oz. Bollington	3 6
2½-oz. Dixon's O.T.	3 6
1½-oz. Creme-de-Menthe	3 6
2½-oz. Creme-de-Menthe	3 9

SCHEDULE OF PIECEWORK RATES—continued.

Miscellaneous—continued.		Wide and Semi-Wide Mouth Ware—continued.			
Per gross.		Per gross per man.		Per gross per man.	
<i>s. d.</i>		Two man Machine.		One man Machine.	
18-oz. essence .. ..	5 9				
Health feeders (one neck) .. ..	5 3				
1-oz. oval soent .. ..	3 0				
1½-oz. oval soent .. ..	3 3				
4-oz. Blogg perfume .. ..	4 3				
4-oz. fire extinguishers .. ..	3 9				
6-oz. Saunders' polish .. ..	4 6				
2-oz. Astings osol .. ..	3 3				
2-oz. vermol .. ..	3 6				
10-oz. Mitchell's square olive oil .. ..	5 0				
4-oz. tapered bath salts, 8-oz. weight .. ..	4 0				
2-oz. tap. lavender .. ..	3 3				
4-oz. tap. lavender .. ..	3 9				
6-oz. tap. lavender .. ..	4 3				
2-oz. international laboratories, flat .. ..	3 3				
2½-oz. O.T. squash .. ..	3 9				
1½-oz. Dearborne perfume .. ..	3 6				
3½-oz. Dearborne perfume .. ..	4 0				
Up to 2-oz. Eau-de-cologne, two flat sides .. ..	3 0				
Over 2-oz. to 4-oz. Eau-de-cologne, two flat sides .. ..	3 6				
5-oz. Winchesters .. ..	3 9				
4-oz. and 5-oz. Zarona lotion .. ..	4 0				
8-oz. oval magnesia, 9-oz. weight .. ..	4 6				
3½-oz. benzoin, Blogg .. ..	4 3				
3½-oz. benzoin, Blogg .. ..	4 3				
3½-oz. blacking .. ..	3 6				
4-oz. wombat .. ..	3 9				
5-oz. peroxide .. ..	3 7½				
9-oz. peroxide .. ..	4 9				
17-oz. peroxide .. ..	6 7½				
6-oz. anchovy sauce .. ..	4 0				
<b>MACHINE LIST.</b>					
<i>Wide and Semi-Wide Mouth Ware.</i>					
	Per gross per man.	Per gross per man.			
	Two man Machine.	One man Machine.	<i>s. d.</i>	<i>s. d.</i>	
Up to 6-oz. weight (R. and S.) .. ..	1 1	0 10			
Over 6-oz. up to 14-oz. weight (R. and S.) .. ..	1 2	1 0			
1-lb. jar not exceeding 14-oz. in weight (R. and S.) .. ..	1 2	1 0			
1½-lb. jar not exceeding 16-oz. in weight (R. and S.) .. ..	1 3	1 1½			
1½-lb. Gowing's jam jar .. ..	1 5	1 3			
2-lb. jar not exceeding 20-oz. in weight (R. and S.) .. ..	1 5	1 3			
1-lb. pie fruit .. ..	1 4	1 3			
1½-lb. pie fruit .. ..	1 6	1 4			
2-lb. pie fruit .. ..	2 0	1 9			
Mason pints .. ..	1 2	0 11			
Mason quarts .. ..	1 3	1 1			
Mason ½ gallons .. ..	2 2	1 10			
Signal Spotswood and Zetland quarts .. ..	1 7	1 4			
Signal Spotswood and Zetland ½ gallons .. ..	2 9	1 10			
16-oz. and 18-oz. round pickle .. ..	1 5	1 3½			
15-oz. concave pickle .. ..	1 5	1 3½			
18-oz. Lancashire pickle .. ..	1 6	1 5			
Square pickles .. ..	1 5½	1 4			
8-oz. kepplers .. ..	1 6	1 4			
16-oz. kepplers .. ..	1 11	1 8			
12-oz. condiment or chutney .. ..	1 5	1 3			
Pint chutney .. ..	1 5	1 3			
10-oz. gloy .. ..	1 4	1 2			
16-oz. Mellin's food .. ..	1 5	1 3½			
4-lb. rock jars .. ..	—	4 0			
6-lb. rock jars .. ..	—	6 0			
8-lb. rock jars .. ..	—	8 0			
1-lb. prune jar .. ..	1 2	1 0			
Fowler's No. 20 1½ lb. .. ..	—	1 7			
<i>Narrow Mouth Ware.</i>					
	Per gross per man.	Per gross per man.			
	Two man Machine.	One man Machine.	<i>s. d.</i>	<i>s. d.</i>	
Fowler's No. 27, 2½ lb. .. ..	—	1 10½			
Fowler's No. 31, 31 oz. .. ..	—	2 3			
Fowler's No. 36, 42 oz. .. ..	—	3 0			
Fowler's No. 40, 3 lb. .. ..	—	3 0			
Battery jar .. ..	—	1 7			
10-oz. oval magnesia .. ..	1 4½	1 3			
9-oz. coffee essence .. ..	1 6	1 4			
6-oz. Worcestershire sauce .. ..	1 3	1 2			
10-oz. Worcestershire sauce .. ..	1 4	1 3			
20-oz. Worcestershire sauce .. ..	2 0	1 7			
Pint round sauce C.S. not exceeding 15 oz. in weight .. ..	1 3½	1 3			
20-oz. tomato sauce .. ..	1 9	1 5			
26-oz. tomato sauce .. ..	2 0	1 7			
Up to ¼-pint screw sauce .. ..	1 2	1 1			
6-oz. lithia, spa or soda, not exceeding 12 oz. in weight .. ..	1 4	1 1			
10-oz. lithia, spa or soda .. ..	1 5½	1 3			
12-oz. lithia, spa or soda .. ..	1 7	1 4			
Brooke's lemon squash .. ..	2 0	1 7			
24-oz. Marchant's Crown Seal .. ..	2 0	1 7			
Imperial oval quarts .. ..	2 0	1 9			
Imperial oval pints .. ..	1 9	1 5			
Half-pint milk .. ..	—	1 3			
Pint milk .. ..	—	1 6			
Quart milks (40 oz.) .. ..	—	3 0			
Quart beer, brandy, and whisky .. ..	2 0	2 0			
Pint beer, brandy, and whisky .. ..	1 9	1 9			
Quart hook and long vinegar .. ..	2 0	1 8			
Pint hook and long vinegar .. ..	1 9	1 6			
Pint schnapps .. ..	1 9	1 5			
Quart schnapps .. ..	2 0	1 8			
Johnny Walker's quarts .. ..	2 0	1 7			
Johnny Walker's pints .. ..	1 9	1 5			
Ainslie's quart whisky .. ..	2 3	1 9			
Ainslie's pint whisky .. ..	1 10	1 5			
20-oz. Crown cork .. ..	1 9	1 6			
Greathhead's mixture .. ..	1 7	1 5			
10-oz. phenyles .. ..	1 7	1 4			
5-oz. phenyles .. ..	1 4½	1 2½			
10-oz. sarto dump .. ..	1 4½	1 3			
10-oz. ginger beer, stone shape .. ..	1 7½	1 4			
Square quart sarsaparilla .. ..	2 0	1 8			
Schwepes', 20 oz. .. ..	1 9	1 6			
Schwepes', 13½-oz. raspberry .. ..	1 7	1 4			
5-oz. coffee essence .. ..	1 3½	1 2½			
5-oz. olive, salads, and castor oils .. ..	1 4½	1 3			
Up to 1-oz. dispensing panels and rounds .. ..	1 0	0 10			
Over 1-oz. and up to 2-oz. panels and rounds .. ..	1 1	0 11			
Over 2-oz. and up to 4-oz. panels and rounds .. ..	1 2	1 0			
6-oz. and 8-oz. panels and rounds .. ..	1 4	1 3			
10-oz. and 12-oz. panels and rounds .. ..	1 6½	1 5			
16-oz. panels and rounds .. ..	1 9	1 7			
20-oz. panels and rounds .. ..	1 11	1 8			
Eucal. oils .. ..	1 1	0 11			
Scott's 6-oz. emulsion .. ..	—	1 3			
Scott's 16-oz. emulsion .. ..	—	1 7			
Lane's 7-oz. emulsion .. ..	—	1 3			
Lane's 14-oz. emulsion .. ..	—	1 7			
6-oz. flasks .. ..	—	1 3			
10-oz. to 13½-oz. flasks .. ..	—	1 6			
80-oz. Winchester .. ..	—	3 6			
100-oz. Winchester .. ..	—	4 6			

P. A. RANLDES, J.P., Chairman.  
 J. V. WILLOX, Secretary

Melbourne, 25th September, 1953.